



ACTIVATING Leadership!

ACTIVANDO EL LIDERAZGO

ANNUAL REPORT

20
24



“

The 2024 election made our theme
— Activating Leadership —
even more urgent.

Protecting our
communities
depends on trust,
leadership, and
affirming each
other's dignity.



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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, fight for racial justice, and grow the next generation of líderes.



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

Unshaken and United: Defending our Rights and Democracy

At the start of 2024, we knew we had a busy year ahead.

Following the Supreme Court's 2023 decision striking down race-conscious admissions, LatinoJustice PRLDEF anticipated efforts to roll back civil rights. We reviewed our programs and shared insights with over 200 non-profits through a partnership with Hispanic Federation.

We walked alongside longtime Board member Cid Wilson, from the nation's Capitol to Wall Street, urging Corporate America to stay committed to equity and inclusion.

Our democracy work remained critical. Through our voter protection program, Cada Voto Cuenta, we supported language access in four states and represented clients in two voting rights cases. In Florida, we defended non-citizens' right to assist with voter registration—an essential role for nonprofits engaging communities. In New York, we fought to uphold a

2021 law granting more than 800,000 noncitizen New Yorkers the right to vote in municipal elections.

At the same time, we advanced criminal legal reform, expanded access to education and employment, protected immigrant rights, and empowered hundreds of young leaders through our CAP Leadership Institute.

Then came November and the election results. We reassessed how to meet the moment.

We've been here before and knew how to prepare. We analyzed Project 2025, strategized with partners, and reinforced a clear message: we are ready to act, and we stand together.

The 2024 election made our theme—Activating Leadership—even more urgent. Protecting our communities depends on trust, leadership, and affirming each other's dignity.

The future is uncertain, but our strength is in unity.



There are **36.2 Million** eligible Latino voters in the US. Every year, about **1.4 million Latinos** become eligible to vote. Almost half of eligible voters in **New Mexico — 45% — are Latino.**

Source: Pew Research Center

A letter from **Fernando A. Bohorquez, Jr.**
Chair, Board of Directors

Building a Better Future

Throughout 2024, as the nation engaged in civic discourse and action focused on realizing social justice ideals we've been working toward for decades, the Board of Directors, Líderes and Staff of LatinoJustice leaned into the principles that have guided us since 1972 – building access to opportunity for all, mobilizing communities to participate in civic processes, and leveraging the talents, passion and innovation of our vast network to foster the wellbeing of all.

To pursue that vision, my fellow Board members and I reached out to our friends, families, colleagues and peers to engage them in supporting LatinoJustice's efforts to educate and inform communities of their right and responsibility to vote. We helped build the organization's capacity to work on litigation and legal advocacy to ensure that young people have access to educational resources that can help them develop their talents and that strengthens our country's workforce.

We helped connect people from a range of professional and community backgrounds to one another and to the organization to expand the network of people working toward a shared vision of a society grounded in valuing the dignity, potential and wellbeing of all.

Those connections – broad and deep – will help us navigate the fraught and fragile landscape of civil and constitutional rights to continue to defend foundational principles like due process and equal protection under the law. Despite shifting landscapes, one thing remains constant at LatinoJustice – we are profoundly committed to the idea that freedom, justice and the inherent value of every individual human being must be the whole of the laws and policies of this country.

From there, our pathway is clear. LatinoJustice will continue to use every tool at its disposal to leverage and challenge laws and policies that impact people living, working and contributing to the wellbeing of this country to ensure that all are treated fairly and given equal opportunities to thrive.



Highlights

In 2024, LatinoJustice PRLDEF advanced its litigation, advocacy and leadership development goals at the local, state and federal levels.

Our biggest wins and progress included:



Protecting the Rights
of Latinx Voters



Educating Community
Organizations



Setting the Agenda
for English Learners



Breaking Down Barriers for
Formerly Incarcerated People



Defending Due Process for
Immigrant Community Members



Protecting the rights of Latinx Voters

In a landmark election year, our Legal and Advocacy teams advanced key protections for Latino voters in the courts and at polling places. In Florida, we won a key court victory in May that struck down the “citizenship requirement” in a 2023 state law; that provision would have restricted who could work or volunteer for third-party voter organizations that help Floridians register to vote. Voters whose primary language is not English often depend on these community organizations to provide needed information to exercise their constitutional right



to vote. The fines the law would have imposed would likely have forced these organizations to stop voter registration and GOTV altogether.

Our Cada Voto Cuenta voter protection project worked with grassroots groups in four states – Florida, Georgia, New York, and Pennsylvania – during primaries and general elections to ensure that districts complied with language access provisions of voting rights laws, such as providing sample ballots and voter information in languages other than English, and translation services where required to do so.

Yadira Sanchez

Executive Director, Poder Latinx



By striking down S.B. 7050, an unjust law that threatened to silence lawful permanent residents, the court upheld the right of all individuals to participate in their governance. With support from LatinoJustice PRLDEF, Poder Latinx challenged this draconian measure to protect community-based organizations, which are crucial in voter registration efforts. The ruling reaffirmed justice, inclusivity, and equal representation, sending a powerful message that attempts to suppress voter engagement will not be tolerated. We celebrate this triumph and remain committed to advocating for voter rights and ensuring every voice is heard in our democratic process."

Michelle Born

Senior Director of Capacity Building,
Hispanic Federation



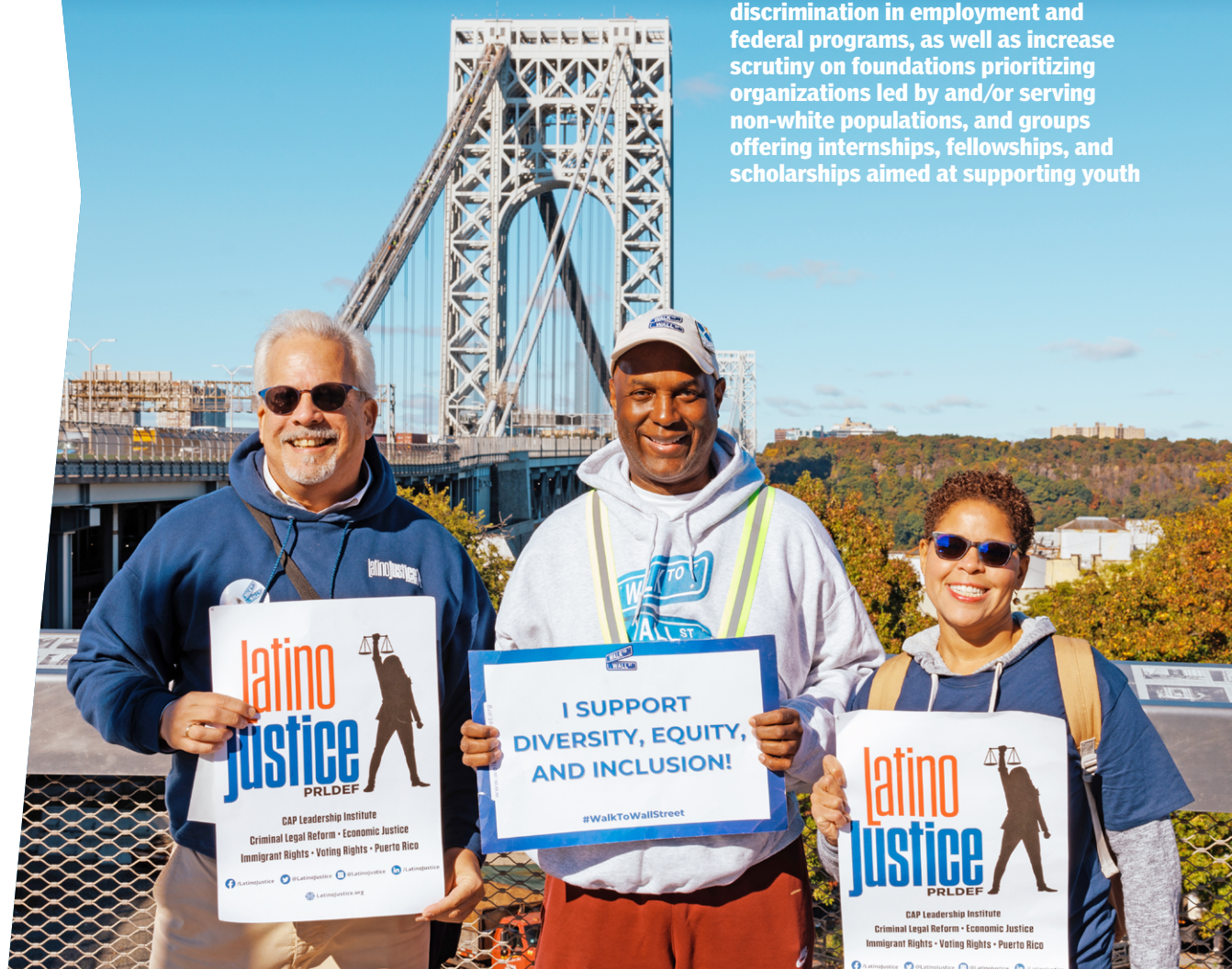
The Supreme Court decision curtailing race-conscious admissions created a ripple of deep concern among many of our members whose mission and programs center the well-being of Latino communities. Having LatinoJustice PRLDEF speak to hundreds of our members, and clearly lay out what the decision covered, and how to reduce risk to our member organizations' programs and services, provided crucial guidance for organizations that do not have in-house resources to vet these issues."

Educating community organizations

Following the 2023 Supreme Court decision invalidating the use of race-conscious admissions processes in higher education, many nonprofits grew apprehensive about how the ruling might apply to their programs serving Latinx and other historically disadvantaged groups. Our Legal and Advocacy teams collaborated with Hispanic Federation to present workshops to over 200 HF member organizations across the country.



The briefings outlined the Supreme Court decision, described legal challenges and potential implications for nonprofits, considered how the decision might create a chilling effect in corporations, law firms, philanthropy and nonprofits, and offered guidance for organizations in reviewing their programs. The briefings surfaced concerns on how this decision could widen an opening for anti-diversity entities to challenge civil rights laws prohibiting discrimination in employment and federal programs, as well as increase scrutiny on foundations prioritizing organizations led by and/or serving non-white populations, and groups offering internships, fellowships, and scholarships aimed at supporting youth





Tara Garcia Mathewson

Investigative Reporter, The Markup



I have been working on a report and taking a deep look at the history of bilingual education in California and the stilted recovery from the nearly two decades banning it. Thanks to the convening, I connected with Californians Together, and will continue working on my story."



Setting the Agenda for English Learners

To honor the 50th anniversary of the ASPIRA Consent Decree, the result of LatinoJustice PRLDEF's first landmark case that laid the groundwork for a right to bilingual education in public schools throughout the country, LatinoJustice PRLDEF partnered with ASPIRA NY to host a national convening on the needs of Latino K-12 students who have not yet attained English proficiency.

The day-long event gathered a diverse group of educators, parent and community advocates, litigators, federal, state and local education agency administrators, academics, researchers, education journalists, and funders from around the country. Participants engaged in a robust dialogue to identify current advocacy needs and opportunities to work together and learn strategies to successfully advocate for changes in laws and regulations and increase community engagement and empowerment. LJP issued a report based on the identified needs and recommendations from the participants to improve educational outcomes for these students.





Breaking Down Barriers for Formerly Incarcerated People

New York's Clean Slate law clears the path for about 2.5 million formerly incarcerated people in the state to have more equitable access to employment, education, and housing. LJP played a vital role in the campaign supporting the bill's passage, along with coalition partners, and is prioritizing its full implementation.

The law, passed in November 2023, seals a person's felony records eight years after

conviction or release from prison, and three years for a misdemeanor, and will diminish opportunities for discrimination based on justice system involvement as people work to build stable, healthy lives. Thanks to our organization's role in this campaign and our history advancing criminal justice reform, we were asked to participate in a feature documentary spotlighting the impact of the Clean Slate Act on individuals, their families, and their communities.



Defending Due Process for Immigrant Community Members

We saw a significant win in 2024 on a long-running case that LJP and Winston and Strawn brought against the Suffolk County Sheriff's Office. The litigation challenged the department's unlawful practice of holding immigrant Long Islanders in jail custody without probable cause to turn them over to federal immigration custody. In July, a federal judge granted class certification of approximately 650 people in the case, rendering them eligible to recover monetary compensation for the loss of their liberty.



The case, originally filed in 2017, disputed the department's policy of prolonging the detention of immigrants in local jails based solely upon a voluntary "detainer" request from U.S. Immigration and Customs Enforcement (ICE). The district court agreed that this wrongful detention violated the constitutional rights of hundreds of Long Islanders. This case is one of several that LJP has filed over the past two decades challenging unlawful and unconstitutional policing practices targeting immigrants.



Shifting the Narrative on Latino Civil Rights

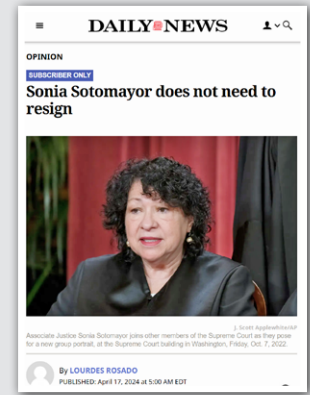


Our staff experts spoke publicly on various aspects of our work, highlighting how Puerto Rico remains plagued by an unstable power grid that continues to put lives at risk. Also, how accusations against Haitian immigrants are part of the growing anti-immigrant sentiment and rhetoric that threatens us all. We also spoke out against some media outlets repeating the false illusion of widespread calls for Justice Sotomayor to step down. Lastly, we called for transparency and accountability from NYPD and for fair maps for eligible voters in Nassau County.

Sonia Sotomayor does not need to resign

“The idea that calls for the voluntary retirement of Justice Sonia Sotomayor are “mounting” has been greatly exaggerated. That such a tenuously argued case ping-ponged so quickly around the mediasphere indicated to us that, far from savvy political chess moves, what we were witnessing has been a dangerous, and discriminatory, displacement of broader concerns about how we determine fitness for the most important jobs in the land.”

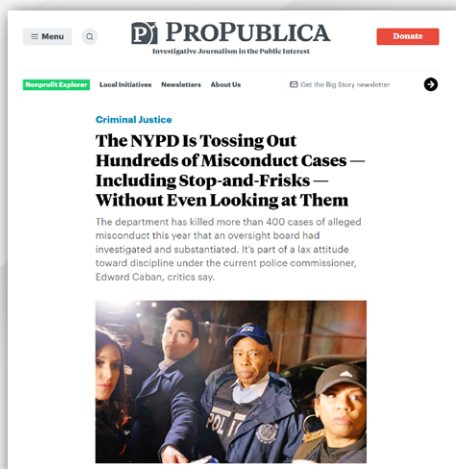
— **Lourdes M. Rosado**, *President and General Counsel, LatinoJustice PRLDEF*



The NYPD Is Tossing Out Hundreds of Misconduct Cases — Including Stop-and-Frisks — Without Even Looking at Them

“New York City Police Commissioner Edward Caban should have resigned months ago, when it was clear that he would not hold officers accountable for horrific misconduct. His one-year tenure has left nothing but a monumental disaster at NYPD. Hundreds of opened cases of officer misconduct have been tossed out, leaving many in our community without justice. We are currently suing the NYPD for its failure to take any action against an officer who was caught on video tasing a man on the ground. We demand that Interim Commissioner Donlon take immediate steps to hold officers accountable for their misconduct, as it appears the FBI is interested in holding Commissioner Caban accountable for his.”

— **Andrew Case**, Supervising Counsel,
LatinoJustice PRLDEF



Civil Rights Groups Sue Nassau County Over Discriminatory Redistricting Map

“We are dismayed by the Nassau County Legislature redistricting map that systematically waters down the political strength of our Latino and communities of color,” said Cesar Ruiz, associate counsel at LatinoJustice PRLDEF. “Efforts to dilute their voting power is simply inexcusable, and we will work to ensure them a fair map that also protects their voting rights.”



‘7 años del huracán María, políticos en NY piden cancelar contrato de LUMA por trato “cruel” a puertorriqueños



“Estamos profundamente preocupados por cómo los constantes apagones crónicos están amenazando la habilidad de los puertorriqueños de llevar a cabo cada aspecto de su vida diaria, incluyendo su derecho de ejercer el voto de manera secreta, porque la falta de electricidad obligó a cerrar centros de registro mientras miles intentaban inscribirse para la fecha límite que es el sábado.”

— **Carolina González**, Directora de Comunicaciones, LatinoJustice PRLDEF



Demostremos a los haitianos que son nuestros hermanos

“Cometemos un grave error si pensamos que los ataques contra los inmigrantes haitianos no nos tocan. Las deportaciones masivas que promete un candidato si entra en el poder no van a distinguir entre los haitianos, los venezolanos, los mexicanos o ninguno de los que somos identificados como inmigrantes”

— **Rafaela Uribe**, abogada asociada en justicia racial, LatinoJustice PRLDEF.



Hays County Jail Inmate Says Guards Crushed His Hand and Deleted Video

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Hays County Jail Inmate Says Guards Crushed His Hand and Deleted Video

He's suing for more than \$1 million in damages

BY BRANT BINGAMON, FRI., OCT. 11, 2024

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Hays County Jail (photo by Jana Birchum)

In the early morning hours of May 30, 2021, Salvador Sanchez sat alone in the Hays County Jail in what the county calls a "violent cell." Built for inmates who might be dangerous to themselves or others, the cell had metal walls and a windowless metal door. The food slot was the only way to communicate with jail

“The duty to preserve is something that exists under the Federal Rules of Civil Procedure,” Muñoz said. “Once you are in reasonable anticipation of litigation, that’s when you’re supposed to start preserving things. How are we supposed to have accountability for law enforcement officers at all if they’re not even preserving the video?”

— **Karen Muñoz**, Associate Counsel, LatinoJustice PRLDEF



“[Sanchez] was yelling in pain, begging officers to stop, and was unable to move his hand from the food slot once the officers began using force.”

— *The amended lawsuit*



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as of December 31, 2024

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Cecilia Gonzalez	Advocacy Coordinator for Voting Rights
Steven Mangual	Justice Advocate Coordinator, Southeast

Southwest office — Austin, Texas

Karen Muñoz	Justice Catalyst Fellow
Justin Martinez	Justice Advocate Coordinator, Southwest

Financial Information

Audited Statement of Financial Position

for the years ended June 30, 2024

ASSETS	2024
Cash and cash equivalents	
Cash available for use in operations	\$ 1,093,337
Certificates of deposit	0
Total cash and cash equivalents	1,093,337
Investments	7,325,559
Contributions and other receivables, net	2,443,693
Prepaid expenses and other assets	164,935
Property and equipment, net	1,284,441
Operating lease right-of-use assets	886,760
TOTAL ASSETS	\$ 13,198,725

LIABILITIES AND NET ASSETS	2024
Liabilities:	
Accounts payable and accrued expenses	\$ 831,847
Other liabilities	15,278
Operating lease liabilities	905,900
Total liabilities	1,753,025
Net assets	
Without donor restrictions:	
Operating fund	3,587,902
Board-designated operating reserve	4,868,503
Total net assets without donor restrictions	8,456,405
With donor restrictions	2,989,295
Total net assets	11,445,700
TOTAL LIABILITIES AND NET ASSETS	\$ 13,198,725

Financial Information

Breakdown of Revenue

FY24 REVENUE
BY SOURCE

- Donated Services: **\$278,344**
- Contributions: **\$4,540,872***
- Event revenue: **\$912,276**
(net of DBE)
- Earnings: **\$896,851**
- Grant Revenue: **\$470,248**
- Legal Fees Recovered: **\$999,053**
- Education Fees: **\$20,136**

*4,299,984 of contributions are restricted by donors

TOTAL REVENUE: \$8,117,780

Breakdown of Expenses

FY24 EXPENSES
BY SOURCE

- Personnel: **\$6,856,355**
- Donated Services: **\$278,344**
- Professional fees: **\$550,321**
- Occupancy, office, telephone, non-capital equipment: **\$487,555**
- Depreciation: **\$306,922**
- Travel, conferences, meetings and other misc.: **\$208,876**
- Marketing and cultivation, publications: **\$58,400**
- Bad Debt: **\$35,027**
- Expert and court fees: **\$44,190**

TOTAL EXPENSES: \$8,825,990

Thank you to our



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January 1-December 31, 2024

\$100,000 to \$1,000,000

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IOLA Fund of the State of NY
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