



**Bold Legacy.  
Bolder Future.**  
Advancing Equity,  
Justice and Leadership

ANNUAL REPORT

20

22







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# OUR MISSION

## Champions of Civil and Human Rights

**L**atinoJustice 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.



## President's Message

**T**hroughout 2022, our 50th anniversary year, the LatinoJustice PRLDEF team had many opportunities to reflect on our organization's impact on the struggle for human and civil rights for Latinos and others over the last five decades.

I came away from the many anniversary events and convenings we held with a renewed pride in leading LatinoJustice and our amazing team at this moment in its history, and an even deeper understanding of the bold vision of LatinoJustice's founders. I also see more clearly the thread linking the struggles we took on in the past and the challenges we face now.

I'm still riding high from the energy and enthusiasm that thousands of members of our community brought to our anniversary and signature events, several of which were held in person after two years of pandemic isolation. It was so gratifying to connect with current and past supporters, allies and partners, alums of our education programs, former staff, and to meet new friends.

That said, 2022 was also quite sobering. We saw armed men wearing military tactical gear surrounded ballot boxes in Arizona to intimidate voters; governors treating asylum seekers as points-scoring chattel, luring them onto planes and buses to dump them in unknown places; and the U.S. Supreme Court strip half the people in this country of the constitutional right to bodily autonomy and reproductive choice. We also saw Puerto Rico's electrical grid fail spectacularly yet again after a hurricane, five years after Hurricane Maria decimated the island, and after the Supreme Court reaffirmed Puerto Ricans' status as second-class citizens.

We will face these new challenges head on, as we always have, building our capacity, seizing the moment and expanding our reach to empower our communities at a moment when so many may feel we are backsliding on the progress of past decades. Latinos make up almost one in five people in the United States. We're ready to step up to take our rightful place in setting the agenda for our country and democracy.

**Lourdes M. Rosado**

President and General Counsel

**“Latinos make up almost one in five people in the United States. We’re ready to step up to take our rightful place in setting the agenda for our country and democracy.”**

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



## Chair's Message

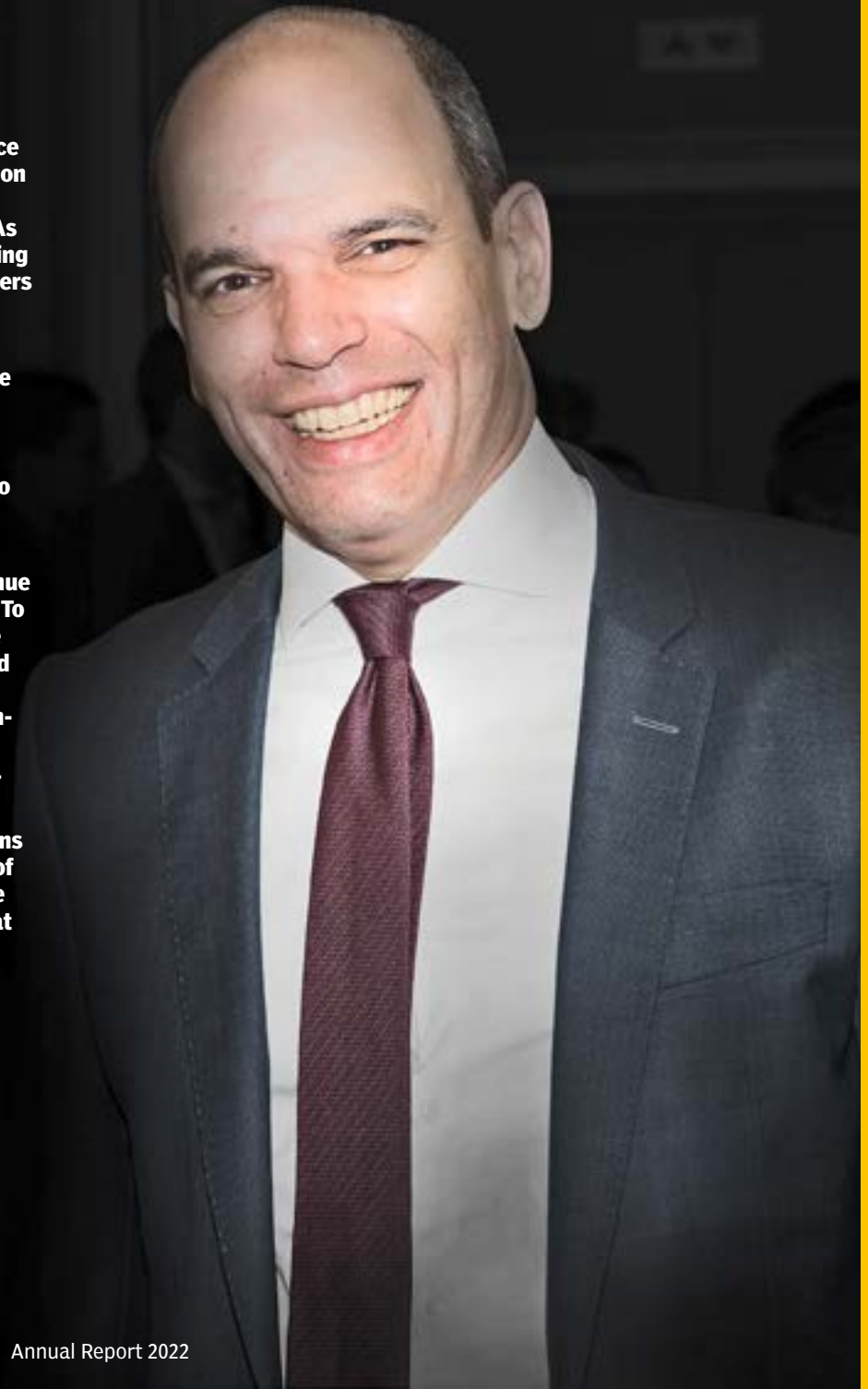
**I**n the 10 years that I have had the privilege to serve on the LatinoJustice PRLDEF Board of Directors, I have been fortunate to see the organization continue to thrive and grow into a powerful social justice entity that impacts the lives of millions of Latinos across the country each year. As the staff and Board marked the 50th anniversary of this ground-breaking organization, we were fortunate to reconnect with old friends and supporters through a multistate Legacy Tour and, in the process, we met new allies equally invested in creating a brighter and more equitable society for all.

Among the many legal and advocacy gains in the past year, LatinoJustice also made a tremendous investment in the future well-being of Latino communities nationwide, deepening its focus on voting rights and racial justice and ensuring that the team can expand its capacity to support and leverage the burgeoning demographic, civic, and economic power of Latino communities.

My fellow Board members and I are highly focused on ensuring that the organization has the capacity not just to sustain its work but also to continue to innovate as they respond to the diverse and changing needs of Latinos. To that end, the Board leveraged the power of its own networks to raise more than \$1 million at the LatinoJustice Annual Awards Gala, where we honored luminaries such as award-winning journalist María Hinojosa and The Walt Disney Company General Counsel Horacio Gutierrez. Shattering the million-dollar mark at our Gala means that staff has a much-needed boost to its general operating support and can invest these funds where most needed.

As I look back at 2022, it strikes me that over 50 years LatinoJustice has been able to tap the energy, dedication, innovation, and camaraderie of tens of thousands of Latinos and create a unique and very connected network of Latino leaders who will continue to work with LatinoJustice to advance the well-being of our communities for decades to come. We're counting on that network of volunteers, donors, advocates, and connectors to support the organization in 2023 and beyond.

**José Ramón González**  
*Chair, Board of Directors*



**“Over 50 years LatinoJustice has been able to tap the energy, dedication, innovation, and camaraderie of tens of thousands of Latinos and create a unique and very connected network of Latino leaders.”**

**José Ramón González**  
*Chair, Board of Directors*



# OUR 50<sup>TH</sup> ANNIVERSARY CELEBRATIONS

**F**ifty years ago, in the summer of 1972, three visionary young Puerto Rican lawyers in New York City opened the doors of the Puerto Rican Legal Defense and Education Fund. PRLDEF came out swinging, taking on cases to knock down barriers to equitable access to education, jobs, housing, voting rights, and healthcare.

As we approached our organization's 50th anniversary, the LatinoJustice PRLDEF team knew we wanted a year of activities to look back at the service and impact of our work, and celebrate the collective effort of generations of lawyers, activists, educators, and community members who have engaged in a relentless effort to defend and expand the rights of Puerto Ricans, Latinos, and others.



**Our ambitious celebration plans sent our President and General Counsel, Lourdes M. Rosado, and other members of our staff, on a Legacy Tour to seven cities where LatinoJustice PRLDEF has history and relationships: our home base of New York, our offices in Austin, Texas, and Orlando, Florida, and to Philadelphia, Washington, DC, Miami, and San Juan, PR. As we came up on our Orlando visit, Hurricane Ian prompted our team to switch up our plans and turn our celebration into a day of service for displaced community members. At each stop, we**

**reconnected with long-standing friends and allies, and made new connections to propel our work.**



**We also convened allies in webinar conversations about several areas of our work, including the inhumane measures at the Texas border, how many of us continue to struggle with imposter syndrome, and what the potential end of Affirmative Action will mean for our educational equity and racial justice work.**

**We also held our first ever Alumni event in the fall, bringing together former program participants,**



staff, board members, and community members to hear from two of our founders – the Hon. Victor Marrero and Cesar A. Perales – as they shared insights into our organization’s early days and perspectives on what has changed, and what has not. We were fortunate that they – and the third founder, Jorge Batista – were able to join us on several occasions in the past year, including at our joyous in-person Gala in November, where we raised a record \$1.4 million to extend their bold

legacy into a bolder future.



And as another important marker of our legacy, we produced an oral history documentary covering LatinoJustice PRLDEF’s first fifty years – its origins, its landmark cases, and its impact on Puerto Ricans in the states and on the island, on Latinos, immigrants, and many more.

It was truly a watershed year, and left us all with a renewed sense of purpose to embark on the next stage.





# BOARD OF DIRECTORS

*As of December 2022*

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- Lourdes M. Rosado | *President & General Counsel*
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- Lisette Amador | *Accounting Manager*
- Veronica Balladares | *Paralegal & Legal Assistant*
- Stephanie Barquero | *Executive Assistant to President & General Counsel*
- Saraí Bejarano | *Manager of Traditional and Digital Media*
- Andrew Case | *Senior Counsel*
- Jackson Chin | *Senior Counsel*
- Diana DeJesus-Medina | *Chief External Strategy and Affairs Officer*
- Lydiette Diaz | *Director, CAP Leadership Institute*
- Norma Esquivel | *Associate Counsel*
- Francisca Fajana | *Director of Racial Justice Strategy*
- Lía Fiol-Matta | *Senior Counsel*
- Patrick Flynn | *Manager of Institutional Giving*
- Rayza Goldsmith | *Associate Counsel*
- Carolina González | *Senior Director of Strategic Communications*
- Natalie Hernandez | *Individual Giving Coordinator*
- Christian Hill | *Senior Director of Development & Major Gifts*
- Isabelle Muhlbauer | *Voting Rights Advocacy Coordinator*
- Valarie Navarrete | *People Ops Manager*
- Meena Oberdick | *Equal Justice Works Fellow Sponsored by Anonymous*
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- Manuela Osorio | *Digital Organizer*
- Jose Luis Perez | *Deputy General Counsel*
- Jonathan Reyes | *CAP Program Associate*
- Christine Rickoff Tirado | *Director of Institutional Giving*
- Rhadaisis Rodriguez | *Receptionist and Administrative Assistant*
- Cesar Ruiz | *Equal Justice Works Fellow Sponsored by the Lavan-Harris Family*
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- Ghita Schwarz | *Director of Litigation*
- Karin Suero | *Director of People and Culture*
- Nancy Umana-Melendez | *Paralegal & Legal Assistant*
- Fulvia Vargas-De León | *Senior Counsel*
- Robert Willis | *Justice Advocate Coordinator, Northeast*

# STAFF | BY LOCATION

## Southeast office – Orlando, Florida

- Roberto Cruz | *Managing Attorney, Southeast Office*
- Miranda Emily Galindo | *Senior Counsel*
- Steven Mangual | *Justice Advocate Coordinator, Southeast*

## Southwest office – Austin, Texas

- Jorge Antonio Renaud | *National Criminal Justice Director*
- Priscilla Lugo | *Justice Advocate Coordinator, Southwest*









# HIGHLIGHTS |

**A**s we celebrated LatinoJustice PRLDEF's five decades of service, we reflected on the transformative impact of our work to defend the voting, language access and other core rights of millions of Latinos, and we revisited and renewed our strategic approach to pursue our vision for a just and equitable future for all Latinos.





# Pillar Work



## CAP Leadership Institute



Our legal education pipeline and leadership programs continued to expand and evolve throughout 2022, shifting from fully virtual programming to a mix of hybrid and in-person events. In 2022, we welcomed nine new fellows in our Corporate-Law Firm Alliance Summer Program (CLASP), representing the largest and most diverse group of students to date. CLASP welcomed two new corporate/law firm partnerships for the 2022-23 cycle and continues to have a 100% hiring rate with all fellows offered post-graduate employment by the firm where they spent their second summer. Our intensive Winter and Summer LAWbound™ programs continue to attract dozens of students in-person and virtually from across the country. In the summer of 2022, CAP hosted its inaugural John Garcia Legacy Summer Intern, Bianca Valentin, a junior at Loyola Marymount University Class of 2024, who collected and analyzed program alumni data to help assess CAP's impact. In October, we hosted the 40th annual Law Day. Our signature law school fair was hybrid and hosted by New York Law School.



## Criminal Justice



Our criminal justice team activity on national issues in 2022 included joining the steering committee of the #EndTheException coalition, to push for a new 13th Amendment to the U.S. Constitution, and heading to Washington, DC, to call for federal opposition to Operation Lone Star, abolition workshops, and hosted two convenings for state and national partners. Our Southeast Office hosted panels on Restorative Justice programs and screened our “Decolonize Justice” short films, and our New York office partnered with state legislators to revamp the parole system. We’ve won release for Arizona prisoners who had their “good time” credits unlawfully reduced, and have filed two suits challenging the Texas Department of Corrections’ refusal to provide public information and their decision to improperly restrict residences of people on parole. Our complaint with the Texas Auditor’s Office alleging massive fraud by private vendor Management & Training Corporation in providing programming to people eligible for release gained widespread attention. Our staff grew, with two new Justice Advocate Coordinators in our Southwest and New York offices and two new Associate Counsels.





# Pillar Work

## Economic Justice



To advance educational equity in K-12, LatinoJustice joined other civil rights groups in five cases pending in federal courts of appeal (in the First, Second, Third and Fourth Circuits) defending public school districts' use of race-neutral factors, such as socioeconomic status or zip codes, to identify talented and qualified Latino, Black, and other students of color for admission to highly selective public schools. At the college level, LatinoJustice joined more than a dozen Latino-focused organizations in an amicus brief to support affirmative action in the Supreme Court cases, SFFA v. Harvard and SFFA v. UNC. In our work to combat discriminatory employment practices, our legal team is litigating a case against a for-profit college for tolerating a gender-biased and hostile work environment and challenging a suburban government agency for racially discriminatory hiring and promotions. In Long Island, our staff has conducted workplace justice clinics and secured a settlement for seven food service workers deprived of equal treatment.



## Immigrant Rights



**In Long Island, New York, we achieved notable litigation victories in our continuing defense of immigrant rights. A federal court recommended certifying a class of immigrants wrongly jailed past their legal release date in Orellana-Castaneda v. Suffolk County Sheriff's Office. And we saw substantive progress toward a settlement of class and individual claims in our class action case fighting racial targeting of Latinos in policing, Plaintiffs 1-20 v. Suffolk County Police Department. We are fighting for government transparency in several FOIA cases against ICE, and won a favorable decision from a federal court in a case regarding ICE's policy of retaliation against women in sanctuary. We have filed amicus briefs challenging the racist origins and disproportionate impacts of federal statutes criminalizing entry and re-entry, and we have pursued damages for a father and son victimized by the Trump Administration's family separation policy in federal court. LatinoJustice also launched an innovative immigration court-watching program in Laredo, Texas, in collaboration with local activists.**



# Pillar Work

## Puerto Rico



As part of our work to support the right to self-determination for Puerto Ricans, we collaborated with a coalition to secure the rights of those in U.S. territories and to overturn the century-old racist Insular Cases which federal courts use as precedent to diminish and deny rights to people in Puerto Rico. We filed amicus briefs and participated in public information events on a range of issues related to disparate treatment of people living in America's colonies. We have also worked to establish fruitful collaborations to support legal and activist organizations in the archipelago. We have continued to litigate Freedom of Information Act cases investigating financial governance in Puerto Rico as well as the failures to assist Puerto Ricans in the wake of environmental disasters. From our Southeast office, we have continued to support the Puerto Rican diaspora community in Central Florida, one of the largest in the states, especially around issues related to the "right to return." Our voting rights advocacy and litigation also has focused on the language rights of the Puerto Rican diaspora.



## Voting Rights



With redistricting mapping, federal midterm elections and important state-level races at stake, 2022 was an extraordinarily active year for our voting rights litigation and advocacy teams. The year began with a remarkable victory in *Florida Rising Together v. Lee*, the challenge by grassroots Latinx civic organizations to Florida's SB90 voter suppression statute. (As of this report, the injunction is on hold pending the state's appeal before the 11th Circuit.) In Pennsylvania, we won a settlement in a language-access case, *CASA v. Wheeler*, just ahead of election day, to improve Spanish-language services for Puerto Rican voters in York County. We fought to uphold New York's law permitting noncitizen residents to vote in municipal elections in a process ongoing through the state appeals courts. LatinoJustice helped pass the John R. Lewis New York State Voting Rights Act and we are advocating for similar laws in Connecticut and New Jersey. Our redistricting advocacy and analysis supported improved representation for Latinos and other non-white voters in New York, Florida, and Pennsylvania. And our signature election protection project, *Cada Voto Cuenta*, supported the rights of Spanish-speaking voters in Florida, Georgia, New York, and Pennsylvania.





# Financial Information

## Statement of Financial Position

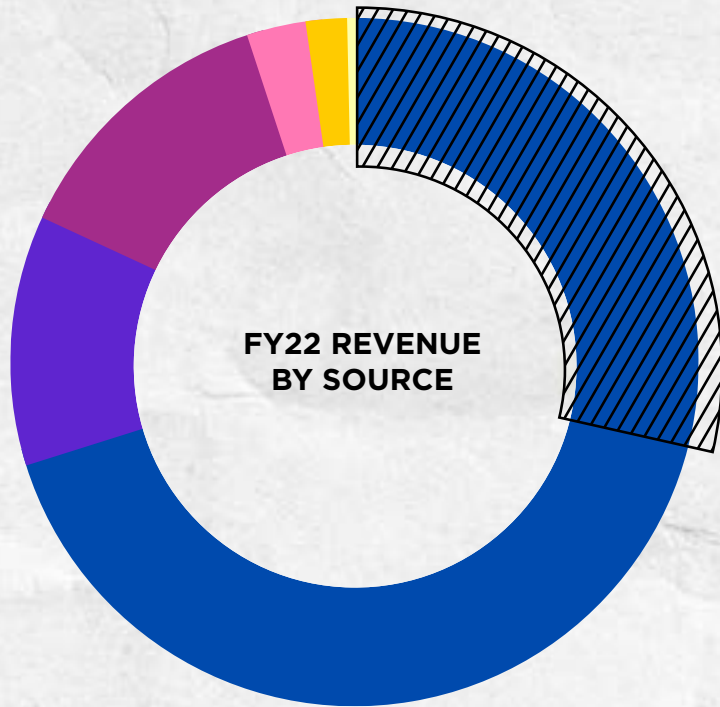
<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
Cash and cash equivalents		
Cash available for use in operations	\$681,422	\$1,624,835
Certificates of deposit	4,000,000	3,500,000
Total cash and cash equivalents	<b>4,681,422</b>	<b>5,124,835</b>
Investments	8,353,977	9,612,854
Contributions and other receivables, net	1,337,450	2,039,378
Prepaid expenses and other assets	182,137	127,046
Property and equipment, net	1,893,219	2,169,705
<b>TOTAL ASSETS</b>	<b>\$16,448,205</b>	<b>\$19,073,818</b>

<b>LIABILITIES AND NET ASSETS</b>	<b>2022</b>	<b>2021</b>
Liabilities:		
Accounts payable and accrued expenses	\$ 538,342	\$ 334,881
Refundable advance – Paycheck Protection Program	0	107,727
Other liabilities	39,317	38,248
Total liabilities	<b>577,659</b>	<b>480,856</b>
Net assets		
Without donor restrictions:		
Operating fund	7,791,367	8,439,629
Board-designated operating reserve	4,482,257	5,396,414
Total net assets without donor restrictions	<b>12,273,624</b>	<b>13,836,043</b>
With donor restrictions	3,596,922	4,756,919
Total net assets	<b>15,870,546</b>	<b>18,592,962</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 16,448,205</b>	<b>\$ 19,073,818</b>



# Financial Information

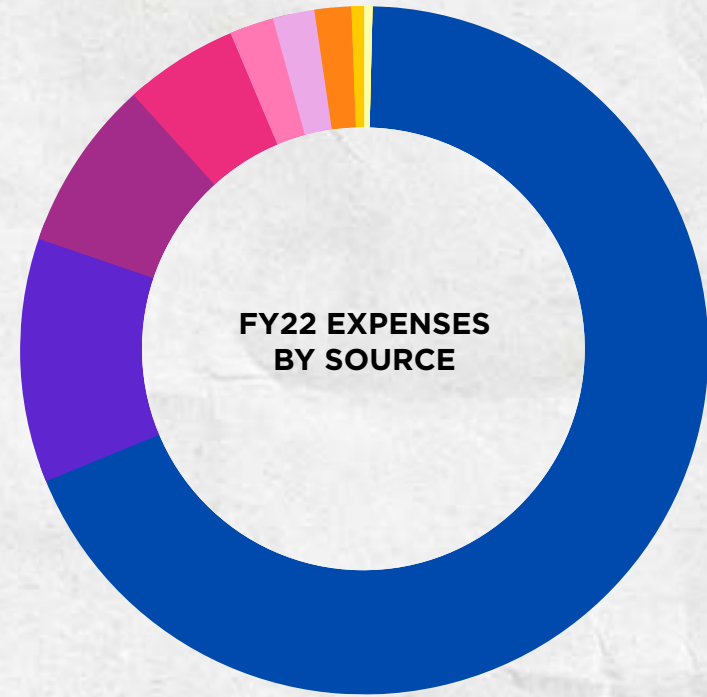
## Breakdown of Revenue



- Contributions: **\$2,985,642**
- Event revenue (net of DDB: **\$556,274**)
- Grant revenue: **\$501,184**
- Donated services **\$118,423**
- Legal fees recovered: **\$82,500**
- Education fees for services: **\$19,125**
- Investments Earnings: **\$ (1,263,287)**

**TOTAL REVENUE: \$2,999,861**

## Breakdown of Expenses



- Personnel: **\$3,913,831**
- Professional fees: **\$656,166**
- Occupancy, office, telephone, non-capital equipment: **\$460,969**
- Depreciation: **\$305,954**
- Donated Services: **\$118,423**
- Marketing and cultivation, publications: **\$112,012**
- Travel, conferences, meetings and other misc.: **\$98,861**
- Bad Debt: **\$34,281**
- Expert and court fees: **\$21,780**

**TOTAL EXPENSES: \$5,722,277**



# DONORS |

## 2022

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### \$100,000.00 — \$1,000,000.00

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*As of December 2022*

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# MOVING | FORWARD

**L**atinoJustice PRLDEF spent 2022 building up capacity, with 13 new hires to strengthen all our departments, including Advocacy, Communications, Development, and Education. An expanded staff will give us the space to approach our work not just more ambitiously, but also more strategically.

While impact litigation will always remain the core of our work, we understand that we cannot rely exclusively on the courts to secure and expand rights. Our work in the courtrooms must be buttressed by work in the halls of state legislatures, in community spaces, in the streets, and in the digital public square.

The challenges in the near future are great. We are preparing for the likely end of Affirmative Action school

admissions. One way is by defending the efforts of school districts to expand access to specialized programs as gateways to success. Another is by doubling down our own education programs through the CAP Leadership Institute. Now more than ever, Latinos must take responsibility for ensuring that our young people have pathways to success and well-being.

We are countering moves to limit, and perhaps outright prohibit, a race-conscious approach to other areas of life, such as voting and redistricting. Our Racial Justice Project, which we hope to grow into a Racial Justice Center within our organization, is also digging deep into the intersectional identities of our communities. We are exploring how we can better challenge anti-Black and anti-indigenous biases

**“Now more than ever, Latinos must take responsibility for ensuring that our young people have pathways to success and well-being.”**

**LatinoJustice PRLDEF**

and discrimination from outside and within Latino communities that perpetuate persistent barriers to many members of our communities.

And we continue to extend our work as the premier Latino legal organization in the country seeking to abolish the policing and penal systems that dehumanize and harm those subjected to them as well as their families. We've seen fear fuel backlash to the promising movement that followed protests related to George Floyd's murder – for cash bail reform, and the repeal of laws that shielded police disciplinary records from public view, and more. Through legislative and community advocacy, we will continue to build Latinx voices to end carceral systems that only mete out inhumane punishment without meaningful rehabilitation and restitution.

Never straying too far from our Puerto Rican origins, LatinoJustice PRLDEF will retain a focus on supporting the struggle for equal rights for Puerto Ricans, and to support those on the island fighting for self-determination. Through litigation to demand government transparency and highlight the effects of austerity measures on Puerto Rican families, and through collaborations with island allies to investigate how to support rebuilding the island's power grid and to defend its public lands, our organization will work to bring an end to the second-class citizenship of the people in the world's oldest existing colony.

LatinoJustice PRLDEF is primed to take the fight to the next level – to continue to defend and uplift the rights of the Latino community, open up access to opportunities, and foster leadership, all in service of the shared mission to create a more just and equitable society.







[LatinoJustice.org](http://LatinoJustice.org)



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