



2025 ANNUAL REPORT

A LETTER FROM OUR PRESIDENT AND CEO



Dear DRA Supporters,

This year was one that tested the resilience of our community — and of Disability Rights Advocates. In the midst of widespread uncertainty, escalating natural disasters, growing inequities in healthcare access, and the rapid expansion of technology that too often leaves people with disabilities behind, **DRA continued to do what we have always done: stand up for the civil and human rights of people with disabilities across the country.**

This year, as we do every year, our team achieved precedent-setting legal victories that will open doors — literally and figuratively — for millions. From ensuring that the Hunters Point Library in Queens is finally accessible to people with mobility disabilities to securing a historic agreement requiring the City of Chicago to install thousands of Accessible Pedestrian Signals over the next decade, we're breaking down architectural and systemic barriers that have been ignored for far too long.

We also reached a landmark settlement with the Tennessee Department of Correction, securing access to interpreters and videophones for deaf prisoners across the state—an unprecedented step toward equity in our criminal legal system. We filed a major case against Harvard University for its discrimination against students with mental health disabilities, and challenged the New York State Unified Court System for excluding a blind New Yorker from grand jury service—because full civic participation is not optional; it's a right.

And across the country, we're expanding access to healthcare, housing, and transportation — holding powerful institutions accountable from Medi-Cal to the MTA to major real estate companies and corporate transportation providers. Every one of these victories is a reminder that **DRA's work makes a tangible difference in the lives of people with disabilities.**

Looking ahead, the need for our work has never been more urgent. As technology reshapes daily life, climate disasters intensify, and public systems strain under political division, people with disabilities face new and complex forms of exclusion. DRA's role — as the legal arm of the disability community — is essential to ensuring that disability rights remain protected.

We can't do this alone. Our progress depends on the partnership of our clients, co-counsel, donors, and allies who share our vision of a more equitable world. **Thank you for standing with us — and for continuing to fuel this fight with your commitment, expertise, and generosity.**

Together, we're building a future where access, dignity, and justice are not up for debate.

With gratitude,

A handwritten signature in black ink that reads "Rebecca Williford".

REBECCA WILLIFORD

President & CEO, Disability Rights Advocates

**THE NEED FOR
OUR WORK
HAS NEVER
BEEN MORE
URGENT.**

COVER IMAGES — TOP: GROUP SHOT OF 28 OF DRA'S STAFF AND CLIENTS POSING TOGETHER AT DRA'S 2025 NYC CLIENT APPRECIATION EVENT. MIDDLE LEFT: DRA'S RACHEL WEISBERG PRESENTING AN AWARD TO PROSKAUER ROSE LLP AT DRA'S 2025 CHICAGO CELEBRATION. MIDDLE RIGHT: DRA ADVISORY BOARD MEMBER XIAN HORN, DRA BOARD MEMBER EMILY LADAU, AND DRA PRESIDENT & CEO REBECCA WILLIFORD POSE TOGETHER AT DRA'S 2025 NYC CELEBRATION. BOTTOM: GROUP SHOT OF 11 DRA STAFF MEMBERS SITTING AROUND A TABLE AT A STAFF GATHERING IN BERKELEY, CA



GROUP SHOT OF NINE DRA STAFF MEMBERS POSING TOGETHER AT DRA'S 2025 NYC CLIENT APPRECIATION EVENT

IMPACT REPORT

Architectural Barriers

Received final federal court approval for a landmark class action settlement that will ensure the Hunters Point Library in Queens is accessible to visitors with mobility disabilities.

Civics

Filed a federal lawsuit against the New York State Unified Court System (NYSUCS) challenging the systemic discrimination against blind individuals who report for grand jury duty in New York.

Criminal Legal System

Achieved a landmark settlement agreement with the Tennessee Department of Correction (TDOC) that will provide videophones, sign language interpreters, and other necessary accommodations for deaf prisoners incarcerated in TDOC facilities throughout Tennessee.

Secured a court ruling granting class certification and denying the State's motion to change venue in our landmark lawsuit challenging the unlawful use of solitary confinement on incarcerated New Yorkers with disabilities in state prisons.

Healthcare

Reached a settlement agreement with Preferred Open MRI that will improve access to MRI services for patients with mobility disabilities throughout the Chicago area.

Secured final federal court approval for a groundbreaking class action settlement that will ensure the California Department of Health Care Services (DHCS) provides Medi-Cal notices in accessible formats such as Braille.

Housing

Filed the largest housing discrimination case in Illinois history against 165 Chicago-area real estate agents, brokerage firms, and landlords for illegally refusing to rent to low-income families who sought to use Housing Choice Vouchers (Section 8).

Transportation

Filed a class action lawsuit against nationwide airport transportation provider SuperShuttle Express for discriminating against people with mobility disabilities by failing to provide services to wheelchair users.

Secured federal court approval last year for a landmark class action settlement requiring the MTA to make the Middletown Road Station in the Bronx accessible to people with mobility disabilities, with construction officially beginning this year.

Pedestrian Access

Reached a milestone settlement agreement with the City of Baltimore to increase access to the City's curb ramps and sidewalks for people with mobility disabilities.

Initiated a class action lawsuit against Washington DC challenging the lack of Accessible Pedestrian Signals (APS) for blind and low-vision pedestrians at signalized intersections throughout the District.

Obtained a historic federal court order compelling the City of Chicago to install thousands of APS at signalized intersections over the next 10 years.

Brought a major class action lawsuit against the City of Chicago challenging its widespread and ongoing failure to make its sidewalks, curb ramps, and other public pedestrian rights of way accessible to people with mobility disabilities.

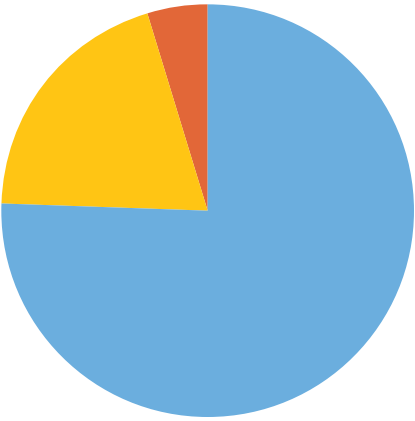
Attained a landmark settlement agreement with the City of Oakland that ensures its sidewalks, crosswalks, and curb ramps will be accessible for people with mobility disabilities.

Education

Filed a major lawsuit against Harvard University for its systematic discrimination against students with mental health disabilities.

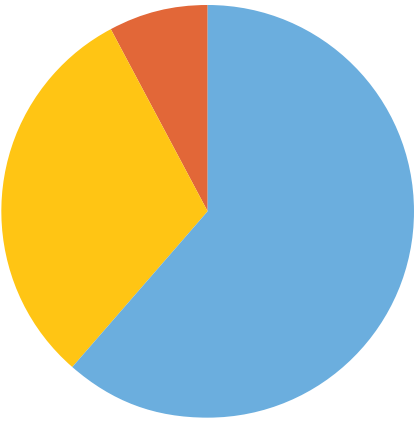


FINANCIALS



WHERE OUR FUNDS COME FROM

Litigation and Monitoring Fees	5,472,221
Foundations, Corporations, and Individuals	1,429,182
Rental and Other	336,692
Total Revenue	7,238,095



HOW WE PUT YOUR MONEY TO USE

Program	4,994,418
Management and General	2,483,086
Fundraising	630,284
Total Expenses	8,107,788



ASSETS

Cash and Equivalents	2,161,786
Investments	14,065,736
Accounts and Contributions Receivable	1,085,141
Prepaid Expenses & Other Assets	659,875
Property Held for Sale	5, 611, 982

NON CURRENT ASSETS

Property and Equipment	2,833
Total Assets	23,587,353

LIABILITIES

Accounts Payable and Accrued Expenses	765,672
Operating Lease Liability	448,244
Property Note	3,394,362
Total Liabilities	4,608,278

NET ASSETS

Without Donor Restrictions	17,317,886
With Donor Restrictions	1,661,189
Total Net Assets	18,979,075
Total Liabilities and Net Assets	23,587,353

STAFF AND LEADERSHIP

Staff Leadership

Rebecca Williford, *DRA President & CEO*

Kate Hamilton, *Chief Operating Officer*

Shawna Parks, *Chief Litigation Officer*

Attorneys

Sean Betouliere, *Senior Staff Attorney*

Brittany Castle, *Senior Staff Attorney*

Amelia Evard, *Staff Attorney*

Erin Gallagher, *Senior Staff Attorney*

Scott Gordon, *Senior Staff Attorney*

Jameelah Najieb, *Staff Attorney*

Michael Nunez, *Senior Staff Attorney*

Victoria Pilger, *Staff Attorney*

Madeleine Reichman, *Senior Staff Attorney*

Emily Roznowski, *Staff Attorney*

Meredith Weaver, *Senior Counsel*

Rachel Weisberg, *Supervising Attorney*

Thomas Zito, *Supervising Attorney*

Fellows

Eliana Fisher, *Wolinsky Fellowship Attorney*

Raika Kim, *Wolinsky Fellowship Attorney*

Legal Support

Molly Maguire, *Paralegal*

Amy Ollove, *Paralegal*

Stephie Ossesia, *Paralegal*

Joshua Peterson, *Senior Paralegal*

Andrew Trainor, *Supervising Paralegal*

Operations

Chris Maccarone, *Development & Communications Manager*

Cathy Miranda, *Staff Accountant*

Lisa Pope, *HR & Operations Manager*

Board of Directors

Shane Burcaw, *Laughing At My Nightmare, Inc.*

Christopher Coleman, *Retired Bank Executive, DRA Board Treasurer*

Evan Davis, *Cleary Gottlieb Steen & Hamilton LLP*

Morgan Duffy-Granville, *Social Entrepreneur*

Brian Frumkin, *Attorney, DRA Board Secretary*

James Ian, *Actor and Musician*

Melissa Jones, *CSAA Insurance Group*

Emily Ladau, *Author, Demystifying Disability: What to Know, What to Say, and How to be an Ally, DRA Board Vice Chair*

Kathy Martinez, *Global Executive and Disability Inclusion Thought Leader*

Jennifer Reddien, *Venable LLP*

Cristina Rubke, *Shartsis Friese LLP, DRA Board Chair*

Barry Taylor, *University of Chicago Law School*

Sofia Vergara, *Bridges to Inclusion*

Rebecca Williford, *DRA President & CEO*

Advisory Board

David J. Abrams, *Kasowitz Benson Torres LLP*

William F. Alderman, *Orrick, Herrington & Sutcliffe LLP*

Rebecca Alexander, *LCSW-R, MPH*

Daniel L. Brown, *Sheppard Mullin Richter & Hampton LLP*

Andrew Brozman, *Clifford Chance US LLP*

Linda Dardarian, *Dardarian Ho Kan & Lee*

Anya Emerson, *Law Offices of Anya Emerson*

Cory Fosco, *PointClickCare*

Ernest Galvan, *Rosen Bien Galvan & Grunfeld LLP*

Edward Gildea, *FisherBroyles, LLP*

Melissa "echo" Greenlee, *deaffriendly.com*

Lucy Lee Helm, *Retired, Starbucks Corporation*

Xian Horn, *Give Beauty Wings*

Barb Izzo, *Advisor and Professional Dog Trainer*

Adam Jed, *Attorney*

Sarah Jelley, *HR Consultant*

Joshua Konecky, *Konecky Mediation*

Michele Lee, *Accessibility Activist and Innovator*

Janni Lehrer-Stein, *Retired Attorney and Disability Rights Advocate*

Bonnie Lewkowicz, *Access Northern California*

Charles McAvoy, *Disability Community Advocate/Activist*

Darren Minarik, *Radford University*

Kathi Pugh, *Retired Attorney*

Michael P. Stanley, *Attorney*