

**DISABILITY RIGHTS
ADVOCATES**

2021

**ANNUAL
REPORT**



A LETTER FROM KATHY MARTINEZ, DRA PRESIDENT & CEO

Caption: Portrait of Kathy Martinez

Dear DRA Community:

At DRA, 2021 was a year of both affirmation and advancement. As we have for almost 30 years, we upheld the rights of people with disabilities through high-impact, precedent-setting litigation. We also charted a course for the future with a new strategic plan, one that provides a clear framework for responding to stark inequities the past two years have laid glaringly bare.

This plan maintains DRA's primary focus on using the law as an instrument for change, while also strengthening the impact of our work through increased education, advocacy and capacity building at the community level. To ensure we meet the needs of all people with disabilities, from all backgrounds, this expanded dimension of our work includes forging partnerships with communities of color and other marginalized communities. Our aim is not just change, but lasting, systemic change—and strong, empowered community partners are critical to achieving it.

Indeed, thanks to DRA and our partners this year, many positive changes are afoot across the nation. As we shared in an e-mail update last week, the New York City Department of Education will provide desperately needed reasonable accommodations for Bronx middle school teacher Dayniah Manderson whose story was told in our 2021 case highlights video at [our gala](#). And there are so many other examples of DRA's tremendous impact including: students with disabilities in the Bronx can access related services, such as speech therapy and occupational therapy, that

are part of a free appropriate public education. And those are just a sample of settlements we secured. As demonstrated by this report's Impact section, DRA attorneys filed suits for violations in housing, employment, transit system access, and more.

Speaking of our talented legal team, there were significant advancements within DRA as well. Rebecca Rodgers and Rebecca Williford were promoted to Managing Attorney and Deputy Litigation Director, respectively, increasing the number of our senior staff with disabilities. We also instituted a new, more inclusive hiring process. Externally, we enhanced our communications through new channels and a brand refresh, including ongoing development of a new, more accessible, website that more accurately reflects the depth and breadth of our work. Of course, a highlight was [our annual gala](#) which featured an impressive line-up of clients whose experiences illustrate our impact and luminaries who voiced their support of DRA's work. If you haven't done so already, I encourage you to watch our video and share our stories. If you haven't done so already, I encourage you to watch our video sharing their stories.

Finally, let me say that joining DRA this year has been both humbling and fulfilling for me personally. It brought me back to my roots, reinforcing that I am, first and foremost, a disability rights advocate myself, and renewed my sense of hope for the future. So, it is with great pleasure that I move into 2022 leading a team of dedicated professionals with whom I share a common purpose—and working together to affirm and advance it in the years to come.



IMPACT REPORT

Caption: DRA staff and partners standing outside in a row and smiling

Education

- Filed class action challenging segregated school system for students with disabilities in New York City. Secured class action settlement ensuring that detained young adults with disabilities in New Jersey state prisons have access to special education services (final approval expected January 2022).
- Secured class action settlement requiring the New York City Department of Education to improve system for delivering related special education services (such as speech therapy, counseling and occupational therapy) to students with disabilities in the Bronx.
- Finalized a class action settlement requiring the Chicago Public Schools to guarantee free breakfast and lunch to its students who are placed in private schools because of their disabilities.

Housing

- Filed cases challenging RV parking ban/homeless sweeps by the cities of Mountain View and Pacifica—bans which disproportionately burden persons with disabilities whose only housing is their vehicles.
- Obtained a preliminary injunction requiring the City of Pacifica to ensure it publicizes permissible parking areas for oversize vehicles, so that Pacifica residents who live in their RVs, including persons with disabilities, have access to information about where they can legally park.

Employment

- Filed litigation challenging the Los Angeles County Department of Child and Family Services' exclusion of otherwise qualified social work applicants with a history of mental health disabilities.
- Filed class action challenging the Society for Human Resource Management's failure to make its materials, certifications, and educational programs accessible to Deaf human resources professionals.

Prison/Detention Center Reform

- Filed litigation challenging Oregon Department of Corrections requirement that detained persons pay for their own prosthetics and necessary durable medical equipment.
- Filed litigation challenging NY state prisons' denial of mobility accommodations like wheelchairs and canes to people with disabilities.
- Through enforcement of DRA's COVID-19 related injunction against ICE, secured the release of approximately 20,000 detained persons with disabilities and other health conditions that place them at increased risk if exposed to COVID-19.

Transportation

- Filed class action challenging the City of Baltimore's failure to make its pedestrian rights-of-way accessible to persons with mobility disabilities.
- Prevailed on an appeal of the dismissal of a class action challenging the MTA's failure to maintain its existing elevators.
- After the court granted summary judgement in our favor in our case challenging the City of New York's failure to make its WALK signs accessible to persons with vision disabilities, prepared and defended a remedial plan that will require all signalized intersections to have audible pedestrian signals.
- The U.S. Department of Justice intervened in our suit regarding Chicago's refusal to make its WALK signs accessible to people with vision disabilities, finding that the City's actions constitute discrimination.

Emergency Preparedness

- Settled a lawsuit ensuring people who are blind and use screen readers will have independent access to life-saving information about emergencies like hurricanes, floods, fires, and winter storms offered by "NY-Alert," New York State's Mass Notification System

Voting/Civic Participation

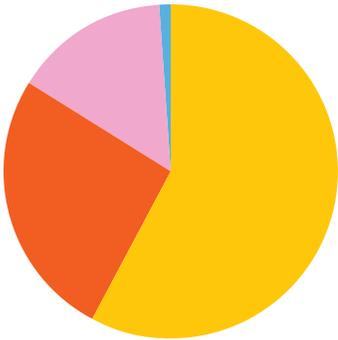
- Secured a court order requiring the State of North Carolina to offer accessible, online absentee voting to voters with print disabilities.
- Secured a precedent in the 3rd Circuit Court of Appeals preventing the enforcement of mandatory arbitration clauses against persons with disabilities who are deterred from using a company's service due to access barriers—so that such persons can have their day in court.

Technology

- Finalized a settlement that will make payroll giant ADP's web and mobile application services accessible to blind persons who use screen-reading software.
- Secured a settlement that will make the San Jose Sharks and San Jose Arena's mobile app

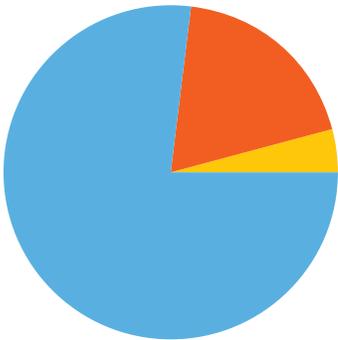
FINANCIALS

FROM DRA'S 2020 AUDIT



WHERE OUR FUNDS COME FROM

● Litigation and Monitoring Fees	\$2,528,416
● Investments	\$1,162,030
● Foundations, corporations and individuals	\$638,440
● Rental and Other	\$62,576
Total Revenue	\$4,391,462



HOW WE PUT YOUR MONEY TO USE

● Program	\$4,948,882
● Management & General	\$1,184,748
● Fundraising	\$273,317
Total Expenses	\$6,406,947

Assets

Cash & equivalents	\$1,044,964
Investments	\$13,886,669
Accounts & contributions receivable	\$901,198
Prepaid expenses & other assets	\$208,813

Non Current Assets

Property & Equipment	\$6,935,270
Total Assets	\$22,976,914

Liabilities

Accounts payable & accrued expenses	\$336,850
Deferred revenue & tenant deposits	\$738,978
PPP Loan	\$630,600
Property Note	\$3,876,629
Total Liabilities	\$5,583,057

Net Assets

Without donor restrictions	\$15,342,198
With donor restrictions	\$2,051,659
Total Net Assets	\$17,393,857
Total Liabilities and Net Assets	\$22,976,914

BOARD OF DIRECTORS

Natalie Aliga

Wells Fargo Government & Community Relations Group

Daniel L. Brown

Sheppard, Mullin, Richter & Hampton LLP

Shane Burcaw

Laughing At My Nightmare, Inc.

Chris Coleman

First Republic Bank

Evan Davis

Cleary Gottlieb Steen & Hamilton LLP

Morgan Duffy

OneFifteen

Brian Frumkin

Bank of America

Ernest Galvan

Rosen Bien Galvan & Grunfeld LLP

Edward Gildea

FisherBroyles, LLP

Melissa “echo” Greenlee

deaffriendly.com

Tami Hamalian

Starbucks Coffee Company

BOARD OF DIRECTORS

Barb Izzo

Advisor

Kyndra LoCoco

Google LLC

Kathy Martinez

Disability Rights Advocates

Daniel S. Mason

Furth Salem Mason & Li LLP

Allison May

Retired Attorney

Darren Minarik

Radford University

Steven P. Ragland

Keker, Van Nest & Peters LLP

Cristina Rubke

Shartsis Friese LLP

Scott Smigel

Arcana Corporation

Michael P. Stanley

Attorney

EAST COAST ADVISORY BOARD

David J. Abrams

Kasowitz Benson Torres LLP

Josef T. Ansorge

Quinn Emanuel Urquhart & Sullivan, LLP

Sasha Blair-Goldensohn

Google

Daniel L. Brown

Sheppard Mullin Richter & Hampton LLP

Andrew Brozman

Clifford Chance US LLP

Robert Egan

Retired

Srin Madipalli

Airbnb

Jeffrey Miller

Avidity Partners

Wayne Outten

Founding and Managing Partner of Outten & Golden LLP

Emma Rhodes

Media Consultant

Robyn Ruderman

Starbucks Corporation

WEST COAST ADVISORY BOARD

William F. Alderman

Orrick, Herrington & Sutcliffe LLP

Linda Dardarian

Goldstein, Borgen, Dardarian & Ho

Anya Emerson

Staff Attorney, Family Violence Appellate Project

Joseph Forderer

Homemaker

Paul Grossman

Retired, Chief Regional Civil Rights Attorney, US ED, Office for Civil Rights

Joshua Konecky

Schneider Wallace Cottrell Konecky Wotkyns LLP

Lucy Lee Helm

Retired, Starbucks Corporation

Janice L. Lehrer-Stein

NCD Member & FFB Trustee

Bonnie Lewkowicz

Access Northern California

Charles McAvoy

Disability Community Advocate/Activist

Guy T. Saperstein

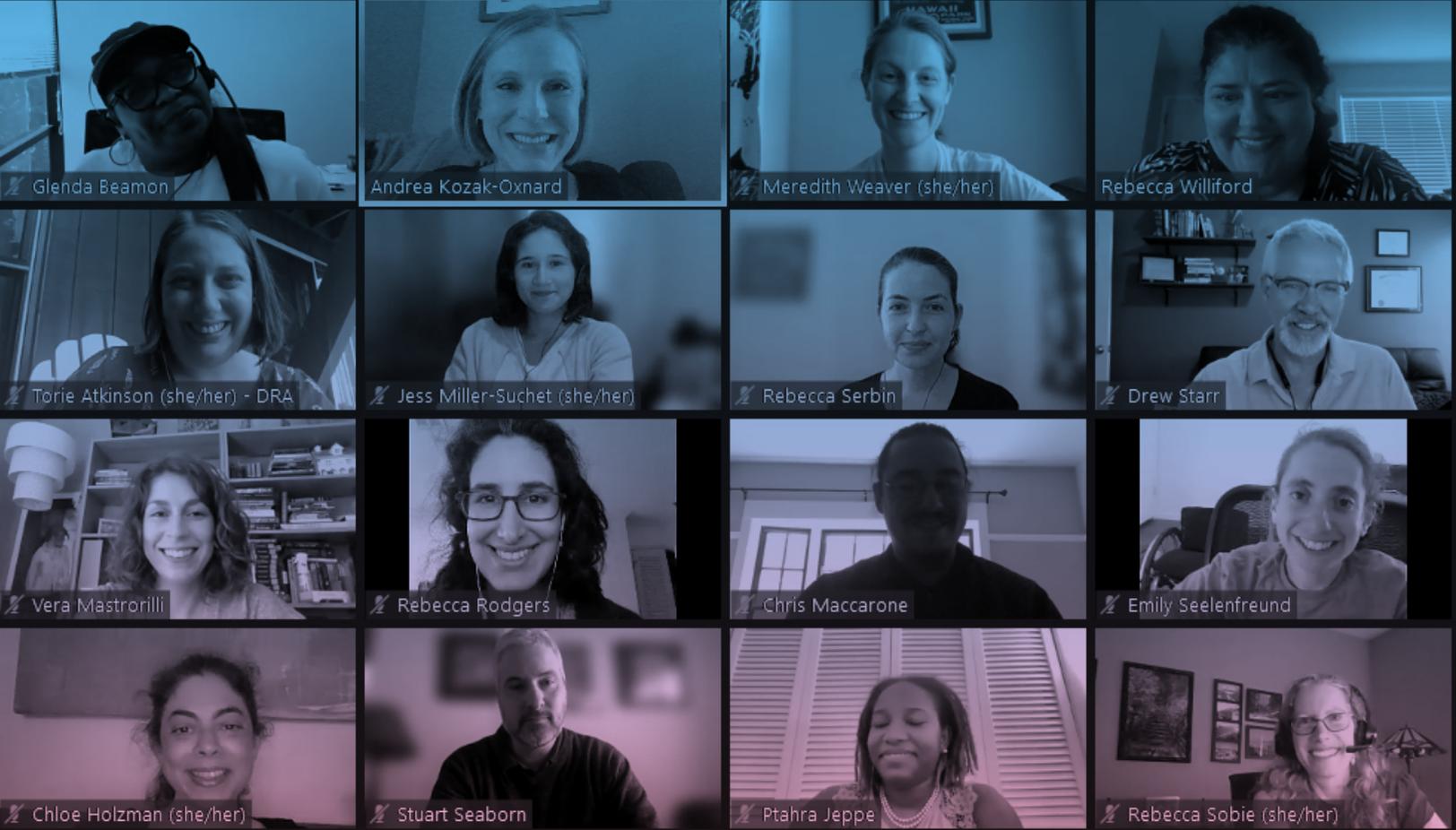
Law Office of Guy T. Saperstein

Prithi Trivedi

Fellow, Effective Philanthropy Group, William and Flora Hewlett Foundation

Abby Yim

Executive Director, Integrated Community Services



Caption: Screenshot of DRA Zoom meeting with 16 smiling DRA staff members within individual squares

STAFF

Torie Atkinson
Staff Attorney

Glenda Beamon
Administrative Coordinator

Sean Betouliere
Staff Attorney

Rosa Lee Bichell
Staff Attorney

Christina Brandt-Young
Supervising Attorney

STAFF

Christina Espinosa

Litigation Assistant

Erin Gallagher

Staff Attorney

Kate Hamilton

Managing Director, Development & Operations

Chloe Holzman

Staff Attorney

Jelena Kolic

Senior Staff Attorney

Chris Maccarone

Development & Communications Coordinator

Jennifer Macias

Director of Finance

Kathy Martinez

President & CEO

Vera Mastrorilli

Paralegal

Jess Miller-Suchet

Paralegal

Dale Rabinov

Director of Human Resources

Melissa Riess

Senior Staff Attorney

Julia Robaidek

Litigation Assistant

STAFF

Rebecca Rodgers

Managing Attorney

Stuart Seaborn

Managing Director, Litigation

Emily Seelenfreund

Staff Attorney

Rebecca Serbin

Senior Staff Attorney

Rebecca Sobie

Senior Staff Attorney

Andrew Trainor

Paralegal

Meredith Weaver

Senior Staff Attorney

Rebecca Williford

Deputy Director of Litigation

Thomas Zito

Supervising Attorney