TABLE OF CONTENTS

A Letter from Our Acting President and CEO 4

Impact Report 6

Financials 10

Staff and Board 12

West and East Coast Advisory Boards 14

Photo: Portrait of DRA client Raymond Harewood
DEAR DRA STAKEHOLDERS,

At DRA, 2022 was a year of significant and sustaining impact. As this report’s Impact section illustrates, our successes have been a catalyst for lasting, systemic change in everything from education and employment, to housing, transportation, and voting. The result is a stronger, more equitable and inclusive America—today and for years to come. And our work is nowhere near complete, as we remain vigilant to the many barriers that require DRA’s advocacy and enforcement.

Our cases this year only reinforced the interconnected nature of our mission. Reflecting this, 2022 was also a year characterized by collaboration. In accordance with our strategic plan, we formed and strengthened partnerships with numerous groups focused on advancing justice for people from historically marginalized communities. Through these partnerships, we aim to both affirm disability rights as civil rights and underscore the significant diversity within disability—since disability impacts people from all backgrounds and communities.

Of course, community is defined in many ways, including locality. On that front, I’m pleased to note that our work this year was more geographically diverse than ever, impacting people in not only New York and California, but also Kentucky, Illinois, Indiana, Maryland, North Carolina, Oregon, Pennsylvania, Tennessee, and Washington State. This is in addition to many cases with nationwide impact.

This inherent diversity—in the nature of our work as well as the people and places it impacts—brings us closer and closer to realizing our vision: a world free of discrimination, where people with disabilities are valued members of their communities with equal access to opportunity. As we approach our 30th anniversary, we take pride in the progress we’ve made, as evidenced by more than 600 cases since our founding. We also recommit to continuing this progress in the context of the world as we find it today. In this spirit, focus areas for 2023 include juvenile justice, prisoners’ rights, healthcare, voting, affordable and accessible housing, reproductive rights, and transportation.

On a personal note, it has been my honor to serve as Acting President & CEO for more than half of this year. I’ve been with DRA for nearly half of its existence, and I’m keenly aware that its impact on my life began many years before. My disability emerged in adolescence, and as I finished high school, attended college, and embarked on my career, DRA was working to ensure equal access at each step. This organization has had a significant and sustaining impact on me and millions of us who have a disability across the country. I’m deeply proud of this legacy and honored to play a role in continuing it.

Thank you for your support as we continue building towards a world free from discrimination, where people with disabilities are valued members of their communities with equal access to opportunity.

Sincerely,

Rebecca Williford
Acting President and CEO/Deputy Director of Litigation
In 2022, DRA continued high-impact litigation, education, and advocacy work on behalf of people with disabilities across the country, creating important legal precedents and moving the needle in creating equal access to employment, housing, education, transportation, technology, voting, and more. In alignment with our strategic plan, DRA worked in more states and on behalf of more people across the disability spectrum, than ever before. And our impact continues to grow!

**EMPLOYMENT**

- Reached a settlement with Society for Human Resource Management (SHRM) that will vastly increase the accessibility of services and certifications for d/Deaf and hard-of-hearing HR professionals.

- Achieved certification for a nationwide class of Deaf civilian employees and applicants challenging the U.S. Air Force’s failure to provide necessary accommodations.

- Attained a ruling finding that Los Angeles County discriminated against Children’s Social Worker Trainee Program participants with mental health disabilities by excluding them from the program without considering any possible accommodations.

**VOTING**

- Reached a settlement with New York State Board of Elections to create a statewide accessible absentee voting program for blind and other voters who cannot independently use a paper ballot.

- Attained a ruling finding that Indiana’s absentee voting system discriminates against voters who are blind or cannot independently use a paper ballot. The parties are currently in settlement negotiations regarding remedies.

**PEDESTRIAN ACCESS**

- Achieved a ruling that New York City must install accessible pedestrian signals (APS), which convey street crossing information into audible and vibro-tactile formats for blind pedestrians, at 10,000 intersections over the next 10 years and equip all signalized intersections with APS in the next 15 years.

- Attained class certification in a lawsuit against the City of Chicago challenging the systemic lack of APS at intersections all over the city.

- Secured a settlement with the City of Philadelphia to improve sidewalk accessibility by installing or remediating at least 10,000 curb ramps over the next 15 years.

**TRANSPORTATION**

- Secured a settlement with New York City’s MTA that will make at least 95% of the subway’s 364 currently inaccessible stations accessible for people with mobility disabilities by 2055.
EDUCATION

- Reached a settlement with SUNY Purchase College to improve accessibility of pedestrian paths of travel on campus for students and visitors with mobility disabilities.

- Secured a settlement with New Jersey Department of Corrections that will drastically improve the provision of special education services for young adults with disabilities in its prisons.

- Reached a settlement that will ensure children with diabetes in New York City receive the care they need to fully participate in school and school-related activities.

TECHNOLOGY

Filed a lawsuit against three major podcast providers—SiriusXM, Stitcher, and Pandora—challenging their failure to provide transcription or captions of its podcasts for d/Deaf and hard of hearing people.

HOUSING/HOUSLESSNESS

- Reached a settlement with the City of Mountain View, CA that will provide protections and prevent displacement for hundreds of residents living in oversized vehicles, many with disabilities.

- Filed a lawsuit against the City of Sebastopol, CA challenging their discrimination against residents living in vehicles, many with disabilities, by prohibiting them from parking anywhere during the day.

PRISON/DETENTION CENTER REFORM

- Joined a lawsuit challenging Tennessee Department of Corrections’ failure to provide effective communication to people who are d/Deaf and hard of hearing.

- Secured the release of approximately 60,000 ICE detainees with disabilities and other health conditions that placed them at increased risk if exposed to COVID-19.
FINANCIALS
FROM DRA’S 2021 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
OUR PEOPLE

WEST COAST ADVISORY BOARD

William F. Alderman
Orick, Herrington & Sutcliffe LLP

Ernest Galvan
Rosen Bien Galvan & Grunfeld LLP

Sarah Jelley
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Bonnie Lewkowicz
Access Northern California

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Abby Yim
Integrated Community Services

Photo: Portrait of DRA clients the Ferrer family (father, son, mother)