



2023

ANNUAL REPORT

30 YEARS OF ADVANCING
CIVIL RIGHTS FOR PEOPLE
WITH DISABILITIES



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CAPTION: On the cover, portrait of DRA client Dustin Jones.
THIS PAGE, portrait of DRA board member Morgan Duffy-Granville

LETTER FROM THE PRESIDENT & CEO

DEAR DRA STAKEHOLDERS,

This year marked an important milestone in DRA's history—our 30th anniversary! And an important year for me—my first year as President & CEO. As such, it was a year of both reflection and reaffirmation. We celebrated three decades of progress in advancing civil rights for people with disabilities, and we renewed our commitment to expanding it in the years to come. As a part of this celebration and commitment, I had an opportunity to travel to meet with clients, donors, staff, and other DRA community members across the nation. Hearing from you and working for you has filled me with hope for the future!

As I looked back on the last three decades, I was struck by how DRA has proven to be incredibly agile in responding to continuous change, much of which couldn't have been anticipated when we were founded in 1993, just three years after the Americans with Disabilities Act (ADA) was passed. Yet, our overarching vision—a world free from discrimination, where people with disabilities are valued members of their communities with equal access to opportunity—has remained resolute since the day our founders Larry Paradis and Sid Wolinsky opened our doors.

Our work in 2023 reinforced this ability to innovate while staying true to our origins. As this report's Impact section illustrates, we leveraged the power of litigation to affect positive change across America's landscape, literally and figuratively. Thanks to DRA and our partners this year, people with disabilities can now more safely navigate sidewalks, intersections, and public transportation systems in several major cities; enjoy sporting events, concerts, and other events with their friends and families; cast votes privately and independently; and fully participate in educational and professional development opportunities. And those issues speak to just a

sample of victories we secured; we also filed suits or conducted investigations related to discriminatory practices in the juvenile justice system, municipal meeting participation, and the administration of licensing exams, to provide just a few examples.

As always, we did not achieve our successes in isolation. Over the past year, we forged and deepened partnerships with many individuals and organizations who share our vision of increased access and equity for all people. These collaborations strengthen our work, allowing us to expand our reach and honor the intersectional nature of disability, which of course impacts people from all backgrounds.

Our 30th anniversary gala on November 9 embodied this inclusive spirit. When we, like many organizations, shifted to virtual only galas from 2020 to 2022, the number of people who could and did attend increased, as did the diversity in terms of geography, socioeconomic status, and nature of disability. We don't want to lose this increased engagement, so we were bold this year, hosting a first-of-its-kind, live, fully accessible hybrid celebration that both showcased our work and exemplified our essence as an organization.

As my first full year serving as DRA's President and CEO, 2023 has also been reflective and reaffirming for me personally. When I joined DRA almost 15 years ago, I never imagined I would someday lead the organization, but today, it's my absolute honor to do so. As the calendar turns to 2024, I'm proud to lead a dedicated team committed to advancing access, equity, and inclusion for the next 30 years and beyond.

Rebecca Williford
Rebecca Williford
President & CEO

P.S. If you missed our 30th anniversary gala, or want to see our 30th anniversary video again (or share it) you can find and watch it here:
<https://vimeo.com/dralegal/2023-highlights>

EDUCATION

Attained final court approval for a settlement agreement that ensures children with diabetes receive the care they need to fully participate in school and school-related activities of the New York City Department of Education.

Filed a group complaint, along with the U.S. Department of Justice, against the State Bar of California for consistently failing to provide common accommodations on the California bar exam.

EMPLOYMENT

Secured class-action certification in our case challenging the U.S. Air Force’s failure to provide basic accommodations to deaf employees and applicants.

Monitored the progress of the Society for Human Resource Management (SHRM) as they implemented their settlement obligations by making their products and services more accessible for deaf and hard-of-hearing HR professionals.

PEDESTRIAN ACCESS

Secured a landmark court ruling that compels the City of Chicago to install and maintain accessible pedestrian signals (APS) for blind and low vision pedestrians at signalized intersections.

Achieved final court approval of DRA’s class action settlement with the City of Philadelphia to fix or install 10,000 curb ramps over the next 15 years for pedestrians with mobility disabilities.

Initiated a class action lawsuit against the City of Oakland on behalf of people with mobility disabilities that challenges the inaccessibility of its sidewalks, curb ramps, and pedestrian rights of way.

TECHNOLOGY

Worked with Sacramento’s Golden 1 Center to improve the arena’s online ticket purchase platform so blind and low vision individuals can independently buy tickets for Sacramento Kings games and other events.

IMPACT REPORT



In 2023, DRA continued our precedent-setting impact litigation, education, and advocacy on behalf of people with disabilities across the country. DRA remains committed to serving people with disabilities who are multiply marginalized in communities where high-quality legal services are rare. These highlights touch on a few of our 2023 milestones.

CAPTION: Portrait of DRA client representative Yonette Lewis

PRISONS AND DETENTION CENTERS

Released a comprehensive report with Disability Rights California detailing the horrific conditions and needlessly punitive practices that youths with disabilities face at Kings County Juvenile Center in California.

SERVICES

Attained final court approval for a class action settlement that will bring crucial changes to how the California Department of Developmental Services (DDS) provides services to deaf Californians with intellectual and developmental disabilities.

TRANSPORTATION

Achieved final court approval for DRA’s revolutionary settlement agreement with New York City’s MTA that will make the subway accessible for people with mobility disabilities, ensuring that 95% of the MTA system’s currently inaccessible stations will include stair-free paths of travel by 2055.

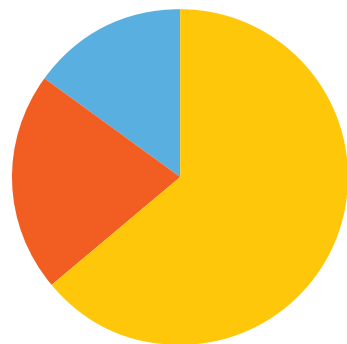
VOTING

Reached a historic settlement agreement that allows Indiana voters with print disabilities to cast absentee ballots privately and independently in all future elections.

GOVERNANCE

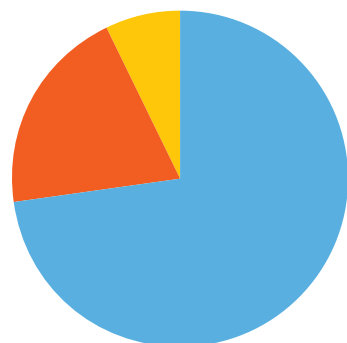
Filed a lawsuit against the City of Berkeley for failing to allow disabled members of the Berkeley Commission on Disability to attend meetings remotely as an accommodation unless they subject themselves to burdensome, dangerous, and invasive requirements.

FINANCIALS



WHERE OUR FUNDS COME FROM

Litigation and Monitoring Fees	\$3,395,136
Foundations, corporations and individuals	\$1,120,380
Rental and Other	\$761,545
Total Revenue	\$5,277,061



HOW WE PUT YOUR MONEY TO USE

Program	\$5,105,295
Management & General	\$1,433,874
Fundraising	\$460,719
Total Expenses	\$6,999,888

Assets

Cash & equivalents	\$1,250,696
Investments	\$12,339,154
Accounts & contributions receivable	\$653,731
Prepaid expenses & other assets	\$840,420

Non Current Assets

Property & Equipment	\$6,772,777
Total Assets	\$21,856,778

Liabilities

Accounts payable & accrued expenses	\$703,802
Deferred revenue & tenant deposits	\$22,572
Operating Lease Liability	\$728,903
Property Note	\$3,664,423
Total Liabilities	\$5,119,700

Net Assets

Without donor restrictions	\$15,234,206
With donor restrictions	\$1,502,872
Total Net Assets	\$16,737,078
Total Liabilities and Net Assets	\$21,856,778

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JAMEELAH NAJIEB
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AMY OLLOVE
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OUR STAFF

Caption: Portrait of nine DRA staff members

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