

ANNUAL REPORT 2020



DEAR ONEJUSTICE SUPPORTERS,

2020 presented more challenges than any of us could have anticipated. As we sheltered in place and transitioned all of our programs to virtual models, the one thing that remained steadfast was your support. For that, we are immensely grateful. You kept us going during an indescribably difficult time, when our work to meet the needs of those we serve was more essential than ever.



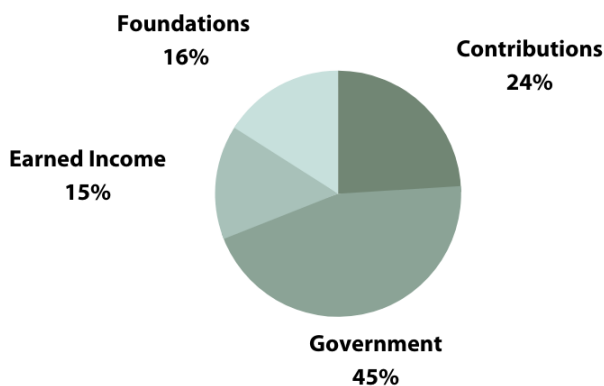
As we enter our 42nd year, we remain committed to ensuring equal access to justice for all. We hope you will continue to partner with us as low income families in California face an unprecedented need for support with homelessness prevention, ending domestic violence, health care access, and other pressing legal problems. While we cannot predict what lies on the horizon in 2021, we know that with you by our side there will be brighter days ahead for the communities we serve.

Thank you for making a difference. With our deepest gratitude,

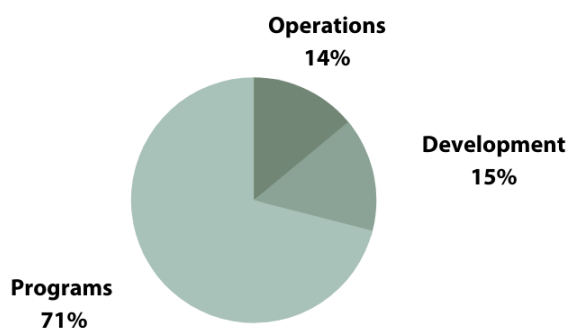
Phil Hwang, Chief Executive Officer

FINANCIALS

FY1920 Revenue
Total: \$2,994,310



FY1920 Expenses
Total: \$3,072,176



*OneJustice received significant, non-renewable grants in prior fiscal years that funded a strategic expansion of services between FY 1718 and FY 1920.

PROGRAM OVERVIEW

HEALTHY NONPROFITS

Executive Fellowship Program

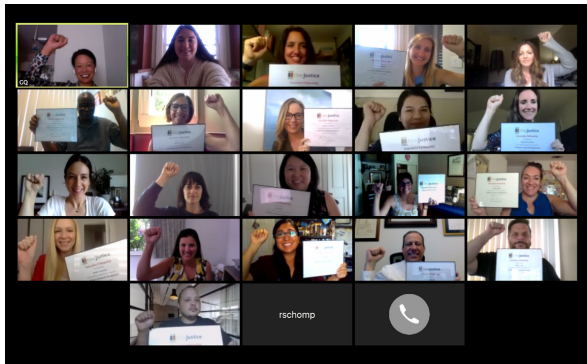
The Executive Fellowship program started the year celebrating its 10 year anniversary with a reunion of all 10 cohorts. In response to the pandemic and the need to minimize in-person gatherings, a completely remote program was designed for fall, with changes to the curriculum that included threading diversity, equity and inclusion throughout each class topic, and adding timely subjects such as:

- Compassionate Communications: Having Difficult Conversations with Staff
- IT Best Practices: Resources for Adapting to the New Normal
- Inclusive Leadership: Building Belonging and Busting Bias
- Communications: Messaging During Difficult Times.

These changes resonated with the sector and resulted in the highest number of applications in the program's history. With a remote program that could accommodate large groups, we increased registration to 31 individuals (from a previous maximum of 24), 45% of whom identify as Black, Indigenous, and People of Color, our most diverse cohort ever.

We are grateful to **The Bigglesworth Family Foundation** and the **California Judicial Council** for their generous support of the Executive Fellows Program.

"I look forward to incorporating the tools and skills learned during the 10 month [Executive Fellowship] program. The knowledge acquired will transcend to my organization's leadership, staff, programs, and the clients we serve." -Tania Millian, Wage Justice Center



"I am so grateful for this experience. It has given me the opportunity to really think about what I can do to better my organization and how I can better support my coworkers, whether my supervisors or supervisees." -Executive Fellowship Participant

Healthy Nonprofits Webinar Series:

Beginning in 2020 as a response to the COVID-19 pandemic, OneJustice staff led hour long webinars on a plethora of essential topics for nonprofit management including; creating budgets for legal aid programs, managing legal aid during the COVID-19 pandemic, and leveraging technology for virtual clinics.

HEALTHY NONPROFITS

Organizational Change Accelerators

Legal aid program leaders from 11 organizations were coached in two key areas: (1) Pro Bono Program Design and Management and (2) Program Evaluation in Legal Aid. After transitioning to a virtual classroom, legal aid program leaders from throughout California attended training workshops and completed Capstone Projects to apply their learnings.

"[Organizational Change Accelerators] was an excellent course on program evaluation - it allowed us to make time to think critically about our program and how data can inform us in improving/changing our work to better serve our clients. Well worth it." -Legal Aid program leader

Capacity Building Academy

More than 20 of California's emerging legal aid leaders engaged in The Academy's Nonprofit Management track. Participants learned nonprofit budgeting, team and project management, innovation principles, and the importance of equity and inclusion. Balancing real time learning with peer engagement and OneJustice consulting, participants grew expertise across a variety of legal aid leadership positions. The participants were able to identify and discuss the challenges stemming from our new work from home environment and the needs of individual staff, teams, and organizations during an unprecedented year.

Members of the Pro Bono Track covered concepts and tools to help them develop their pro bono programs, including volunteer recruitment, training and supervision. They received coaching and supported each other through peer engagement, discussing a myriad of new challenges arising from the necessity of pivoting to remote services.

POLICY AND ADVOCACY

OneJustice's policy team advocated on a number of state and federal bills that will impact immigrant and low-income Californians who have been hit particularly hard by the pandemic. In partnership with **Legal Aid Association of California**, the **California Immigrant Policy Center**, the **ACLU**, and the **American Bar Association**, we lobbied virtually with legislators and advocated for the importance of legal aid. Separately, through our work with the California Project Directors Association (the 11 California legal aid organizations receiving funding from the federal Legal Services Corporation) we were able to assist these leaders in their statewide efforts to protect our most vulnerable communities. Our work helped them to convene more than 15 times virtually to discuss best practices and policies to keep their staff and clients safe during these unprecedented times.



PRO BONO JUSTICE

2020 Highlights

The impact of COVID-19 necessitated a redesign of our mobile pop-up in-person legal clinics model. Working with our legal services, community, and private pro bono partners, we quickly pivoted to remote clinics for all of our pro bono justice projects. We are very grateful that throughout 2020 we were able to partner and continue to provide remote services through the **Justice Bus Network, IMPACT LA, Rural Justice Collaborative, Justice Bus, Justice Plane, Inland Empire, and Access to Asylum projects.**

Through our redesign process, we were able to host impactful clinics centering the clients' experience. Partnering with legal service and community organizations, we were able to engage pro bono volunteers in assisting clients with: DACA renewals; naturalization; adjustment of status; special immigrant juvenile status; expungement; estate planning; housing; asylum applications; small business support; and screening for immigration relief for survivors of domestic violence.

2020 CLINIC STATISTICS

36

NUMBER OF CLINICS

371

NUMBER OF CLIENTS

388

NUMBER OF PRO BONO VOLUNTEERS

492

NUMBER OF APPLICATIONS OR PETITIONS SUBMITTED

"Being able to expunge my record is one of many steps necessary to restoring not only my past transgressions but also in restoring my character and integrity. [OneJustice] is a huge conduit to restoration of people and relationships that is key to overall reconciliation."
-OneJustice Client

Resources for Pro Bono Managers During COVID-19

OneJustice hosts regular regional convenings of pro bono managers to collaborate and problem-solve as a community. In the wake of COVID-19, we organized additional ad hoc meetings for pro bono managers and law schools, and increased meeting frequency to meet the needs of pro bono managers. We created additional avenues for communication and shared resources, including development of the Anti-Racism Working Group made up of pro bono managers across the state, committed to working on addressing the impact of racism, anti-Blackness, and white supremacy on pro bono.

"I appreciate what y'all are doing in making DACA recipients renewal process easier and most importantly knowing that we are not alone in this." -OneJustice Client

PRO BONO JUSTICE

California Joint Pro Bono Manager Forum

In 2020, OneJustice continued programming for the California Joint Pro Bono Manager Forum, a quarterly webinar bringing together pro bono managers from nonprofit legal services organizations and from the private sector to discuss issues relevant to the pro bono community. 2020 topics included:

- Election protection pro bono efforts
- Pro bono support for protests against systemic racism and police brutality
- Trauma-informed practice
- Funding legal aid in a pandemic and a recession

Remote Clinic Toolkit

COVID-19 created an immense tech divide that prevented those in need from accessing free legal aid. In response, OneJustice created a Remote Clinic Toolkit to help legal services organizations pivot to a remote service model. Though intended for our California network, we have now shared the toolkit with over 100 organizations nationally.

"OneJustice's programs are important and effective ways to contribute to the community and ensure legal assistance is available to those who need it."

- Peggy Ni, OneJustice Advisory Board Member

| Remote Clinic Toolkit: Index of Resources | |
|---|---|
| Planning Resources <ul style="list-style-type: none">- *New [Worksheet] Remote Clinic Design: Developing Team Values and Objectives- Remote Clinic Project Management Chart- Clinic Planning Worksheet- Day of Roles- [Template] Remote Clinics Budget | Tech Platforms & Security <ul style="list-style-type: none">- *New Best Practices for Inclusive & Equitable Virtual Meetings- Privacy & Security Best Practices for Remote Clinics- Internal Zoom Instructions for Remote Clinics- Lawyaw Training video for DACA Renewals- Lawyaw General Instructions |
| Pro Bono Recruitment, Training, & Management <ul style="list-style-type: none">- *New Pro Bono Communication Examples- *New Pro Bono Training Suggestions by Legal Area- Pro Bono Volunteer Form and Volunteer Agreement- Pro Bono Volunteer Log and Communications Tracker- Pro Bono Guide to the Remote Clinic- Pro Bono Training Session Agenda- Workflow for Appointments- Volunteer Waiver and Photo Release (if applicable) | *New Volunteer Interpreter Recruitment and Training <ul style="list-style-type: none">- Remote Interpreter Volunteer Sign-up Form- Remote Interpreter Volunteer Log- Guide to the Clinic for Volunteer Interpreters |
| Clients Outreach & Preparation <ul style="list-style-type: none">- Client Scheduling and Communications Tracking- How to Prepare for your Remote Appointment: Client Resource Guide | Data & Evaluation <ul style="list-style-type: none">- Post-Clinic Pro Bono Survey Forms- Post-Clinic Client Satisfaction Forms (Eng & Sp)- Remote Clinic Data and Stats |

Pro Bono Training Institute:

This online platform develops trainings with the goal of standardizing pro bono training throughout the state, ensuring a uniform quality of client services. During 2020 OneJustice continued to listen to the legal services community and worked to address any and all training needs specifically related to COVID-19.

"I have consistently been impressed with OneJustice's commitment and reach in serving the legal needs of the underserved communities throughout California." -Michelle Leung, OneJustice Advisory Board Member

"During this pandemic it has been stressful to get help and stay updated with the latest news. OneJustice and the team helped me in this hard times and it was a big relief." - OneJustice Client

2020 PRO BONO CONFERENCE

OneJustice's annual Pro Bono Conference convenes all stakeholders within the pro bono community - including law firms, in-house counsel, legal services nonprofits, law schools, bar associations, and courts - to work collaboratively towards solving the legal needs of California's underserved. Held at the California Endowment in Oakland, it was a day full of captivating and inspiring sessions. With our largest number of conference attendees ever, we delved into subjects including AI, the 2020 election, disaster response and cultural humility.



Thank you to our 2020 Conference sponsors for making this program possible:



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OPENING DOORS TO JUSTICE 2020

Every year, the OneJustice network comes together to celebrate the life-changing legal help the network brings to immigrants, survivors of domestic violence, returning members to society, and their families. At this celebration, we honor companies and individuals who have worked tirelessly to promote access to justice throughout the state.

Opening Doors to Justice awardees are companies or individuals who embody a commitment to OneJustice's mission of transforming California's legal aid system.

This year, we were thrilled to honor **PayPal** and **Morgan Lewis & Bockius LLP**. Though we weren't able to gather in person, our virtual program included keynote remarks from **Justice Teri Jackson**, former CEO Julia Wilson, and a livestream attended by more than 300 of our supporters. We are incredibly grateful to all of the sponsors and donors who contributed to the success of this year's fundraiser.



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