



# IMPACT REPORT 2024



**JUSTICE STARTS  
WITH ALL OF US**

[info@one-justice.org](mailto:info@one-justice.org)  
[www.onejustice.org](http://www.onejustice.org)



# Overview



<b>From the CEO</b>	<b>1</b>
<b>Who We Are</b>	<b>2</b>
<b>Vision &amp; Mission</b>	<b>3</b>
<b>Maximizing Immigration Impact</b>	<b>4</b>
<b>Strategic Planning for Uncertain Times</b>	<b>5</b>
<b>Pro Bono Excellence</b>	<b>6</b>
<b>2024 Milestones</b>	<b>7</b>
<b>Executive Fellowship Program</b>	<b>8</b>
<b>Board Leadership Training Program</b>	<b>9</b>
<b>NEW: OneJustice Board Portal</b>	<b>10</b>
<b>Our Impact</b>	<b>11</b>
<b>Financials</b>	<b>12</b>
<b>Board of Directors</b>	<b>13</b>
<b>Thank You!</b>	<b>14-15</b>

# From the CEO



A safe place to call home  
Financial security  
Health and wellness  
Being together as a family

Legal aid is often about what matters most in life .

But, more than 4 in 5 low-income families in California are not receiving critical legal support and are at risk of losing their homes, economic lifelines, and health care, and fear being separated from their children.

None of us should stand alone during the most difficult moments of our lives.

OneJustice, legal aid advocates, and volunteers are committed to making our justice system reflect the ideals that so many of us share. Hundreds of thousands of families across California and the country depend on us, and many more families will need our help.

It's up to us to make justice a reality.



OneJustice is bringing the pro bono and legal aid community together to strategize and mobilize help where it is needed.

Volunteers are ready to do more, with OneJustice's support and training.

OneJustice is training leaders on the frontlines to ensure that legal services are available to families across California and the country.

There is much more that we will all need to do. Together, we have helped so many lives. We can and must do it again.

**Phil Hwang**  
CEO



# Who We Are



Our team is a passionate and dynamic group of professionals who bring a wealth of expertise in executive leadership, legal aid, pro bono legal services, organizational management, and strategy.

With a deep understanding of the impact legal aid has for communities, our team combines lived experience with exceptional professional insight.

Our collective expertise and shared commitment fuels our drive to create lasting, positive change for those who need it most.





# Vision & Mission



## Vision

At OneJustice, we envision a thriving, effective legal services sector that advances a just and equitable society.

## Mission

**OneJustice strengthens the legal aid sector's expertise and capacity to advance justice and equity.**

### How we make it happen:

- We equip the sector with skills and tools to maximize impact.
- We champion a robust and reliable flow of resources to the legal aid sector.
- We convene the sector to harness wisdom and power.
- We share analyses and insights about systemic trends and challenges.



# We Stand with Immigration Legal Services Providers



**Our program helps legal aid nonprofits and volunteers maximize their impact for immigrant communities across California.**

- Long-term Impact Planning & Strategy
- Optimized Resource Allocation
- Comprehensive Financial Strategy and Sustainability
- Data Driven Decision Making
- Proactive Emergency Response and Contingency Planning



# OneJustice Prepares Leaders in Difficult Times



## Strategic Planning for Uncertain Times: 2024 Leadership Series for Resilience and Recovery

***Strategic Planning for Uncertain Times: 2024 Leadership Series for Resilience and Recovery*** was a game-changer for legal aid nonprofit leaders navigating challenging circumstances.

Attended by **257 leaders** from **50 nonprofit organizations**, the series offered advanced training and actionable tools on critical topics, including understanding financial positions, securing foundation funding, navigating difficult budget conversations, and guiding organizations through financial downturns.



## OneJustice Supports Pro Bono Excellence

### **OneJustice leads in pro bono training, technical support, and power building:**

#### ***Pro Bono Training Institute:***

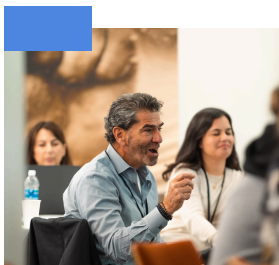
With our partners at the Legal Aid Foundation of Los Angeles (LAFLA), our Pro Bono Training Institute trains thousands of pro bono volunteers each year.

Learn more at [www.pbti.org](http://www.pbti.org).

#### ***Pro Bono Community Building & Resources:***

OneJustice hosts pro bono managers in meetings, trainings, and conversation across the state to expand communication, improve pro bono volunteering opportunities, and offer tools and resources to the sector. In addition to our annual California Pro Bono Conference, OneJustice is helping California lead the nation in pro bono innovation and strategy.

# 2024 Milestones



## January

### California Pro Bono Conference

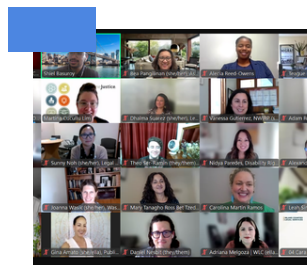
Attendees with pro bono experience from diverse sectors connected and strategized on driving impactful change.



## 2024

### Consumer Protection Project

We successfully hosted webinars including the use of AI in consumer law with Adrian Palma of Microsoft and combating medical debt collection in collaboration with the Western Center on Law & Poverty.



## June

### Executive Fellow Graduation

Our 2023-2024 Executive Fellowship program trained inspirational legal aid leaders nationwide to create a bigger impact for communities in need.



## June

### Opening Doors to Justice Gala

We honored our 2024 Champions of Justice and raised vital funds to help close California's justice gap.



## 2024

### Maximizing Immigration Impact Project

Our Maximizing Impact Project empowered immigration legal aid providers to explore advanced, innovative solutions, enabling them to serve more clients in need.



# 2024: OneJustice Expands Executive Fellowship Program

“This program is a life jacket for legal aid leaders”

ONEJUSTICE EXECUTIVE FELLOW GRADUATE



OneJustice’s flagship program offers an unparalleled opportunity for legal aid nonprofit executives to master best practices in key areas like organizational management, HR, fundraising, finance, communications, operations, and strategic leadership.

Our program empowers leaders to enhance skills required to drive their organizations forward in a rapidly changing landscape. Fellows engage in intensive, high-impact learning that challenges them to innovate and lead.

Over the years we have been privileged to equip many emerging leaders with the skills needed to create big impact for their clients and communities. This work wouldn’t be possible without the dedicated support of the Bigglesworth Family Foundation.

The resounding success of this program has led us to expand it in 2025, training 55% more leaders from across California and nationwide.

Executive Fellowship graduates have improved the legal system and expanded access to justice as they transition to key roles in the government, judiciary, philanthropy, legal aid leadership, and academia.



## Board Leadership Training Program



Board governance is the cornerstone of strong decision-making and effective leadership in the legal aid ecosystem.

Our Board Leadership Training program empowers nonprofit legal aid boards by nurturing strategic, mission-driven leadership that drives real impact.

Our program is hands-on and transformative, offering a comprehensive, practical course. We ensure that legal aid boards are equipped to tackle challenges with renewed purpose and clarity.

## Board Leadership is Pro Bono

Expand your pro bono commitment through legal nonprofit board service.

Starting in 2026, a new California law will require all active California Bar members to report their pro bono hours from the prior year. The California State Bar adopted an expansive definition of what counts as pro bono hours for purposes of the mandatory reporting, including legal aid board service.

Many legal services board members engage in traditional pro bono work, such as volunteering for clinics, but serving in a legal services board leadership role will now also count as pro bono service in California.



**NEW**



## Join a Legal Services Board with the OneJustice Board Portal

OneJustice's Board Portal connects prospective board members with legal aid nonprofits in need of strong leadership.

Whether you're looking to join a nonprofit board or help your organization find the right members, our portal makes it easy to find the perfect match based on your skills and interests.



### **Board Chair Community Group**

Are you a board Chair or President? Join our Board Chair Community Group. Connect with other board leaders and strategize towards better, stronger leadership for legal aid organizations.



# Our Impact



## 1.4 Million

Number of people who received help from the organizations and volunteers supported by OneJustice annually.

---

## 11,500+

Number of pro bono volunteers trained through our Pro Bono Training Institute.

---

## 100+

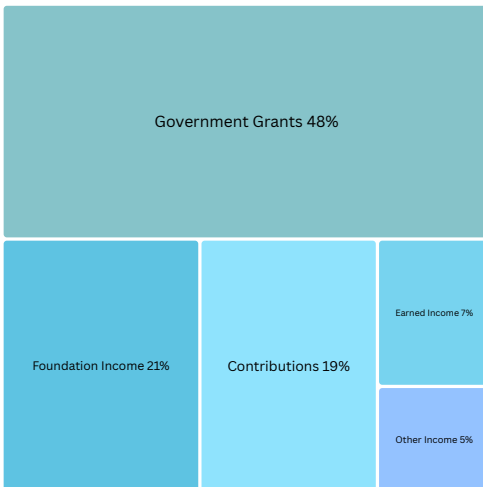
Legal aid organizations across California and nationwide trained by OneJustice to optimize performance and community impact.



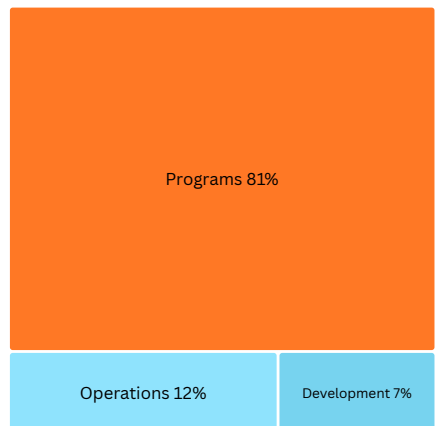
# Financials



## FY2024 Income



## FY2024 Expenses



# Thank You!



## Board of Directors

Rob Nolan, Esq., Chair  
Partner  
Duane Morris LLP

Sirena Castillo, Esq., Vice Chair and Secretary  
Partner & Pro Bono Director  
Manatt, Phelps & Phillips, LLP

Christian Abasto, Esq., DEIA Committee Chair  
Governance & Nominating Committee Vice Chair  
Director of the Legal Advocacy Unit (LAU)  
Disability Rights California

Benjamin Adams, Esq.,  
Resource Development Committee Chair  
Chief Legal Officer  
Western Union

Judi A. McManigal, Esq.,  
Treasurer and Finance Committee Chair  
Voyages & Vines

Rachel Williams, Esq.,  
Governance & Nominating Committee Chair  
Pro Bono Counsel  
Morrison & Foerster

Matthew Werdegarr, Esq.,  
Immediate Past Chair  
Partner  
Keker, Van Nest & Peters LLP

Reyhan Bilici, Esq.  
Senior Corporate Counsel  
Cisco Systems, Inc.

Karla Chalif, Esq.  
Vice President,  
Chief Operating Officer  
General Counsel  
Public Counsel

Andrea Fitantes, Esq.  
Pro Bono Counsel  
Morgan, Lewis & Bockius LLP

Vanessa Frank, Esq.  
Owner  
Law Office of Vanessa Frank

David Leeb, Esq.  
Chief Legal Officer  
Corporate Secretary  
Box

Michelle Leung, Esq.  
General Counsel & Secretary  
SurveyMonkey

Laura McMahon, Esq.  
Executive Director  
Legal Aid of Marin

Max Ochoa, Esq.  
Finance, Legal & Operations Executive

Pablo Ramirez, Esq.  
Executive Director  
Legal Aid Society of San Bernardino

Toby Rothschild, Esq.  
TJRLAW

# Thank You!



## 2024 Opening Doors to Justice Sponsors

---

### LEADER(\$15,000+)

Cooley

COVINGTON



Freshfields

KEKER  
VAN NEST  
& PETERS

KIRKLAND & ELLIS

LATHAM &  
WATKINS LLP

Morgan Lewis

manatt

MORRISON  
FOERSTER

SIDLEY  
THE MORRISON  
FOERSTER  
FOUNDATION

### INVESTOR(\$10,000+)

GIBSON DUNN



King &  
Spalding

orrick

### GUARDIAN(\$7,500+)



Lowenstein  
Sandler

WILSON  
SONSINI  
FOUNDATION

# Thank You!



## 2024 Opening Doors to Justice Sponsors

Arnold & Porter

DEFENDER (\$5,000+)



CoCounsel  
Part of Thomson Reuters

Baker  
McKenzie.

Duane Morris®

FENWICK

GOODWIN

GRSM50  
GORDON REES SCULLY MANSUKHANI  
YOUR 50 STATE LAW FIRM

Hogan  
Lovells

Meta

MUNGER  
TOLLES  
& OLSON LLP

WINSTON  
& STRAWN  
LLP

pillsbury

SE SHARTSIS FRIESE LLP

BENEFACTOR (\$3,000+)

Cisco | Crowell & Moring LLP | Fish & Richardson |  
Kazan, McClain, Satterley & Greenwood | McGuireWoods |  
Nixon Peabody LLP | O'Melveny & Myers LLP | Skadden |  
Zelle LLP

PATRON (\$1,500+)

Deloitte | K&L Gates LLP  
The San Francisco Community Business Law Center

## 2024 Foundations and Corporate Sponsors

**\$100,000 +**

Grove Foundation

**\$50,000-\$99,999**

The Horace W. Goldsmith Foundation  
Weingart Foundation

**\$25,000-\$49,999**

Audrey Irmas Foundation for Social Justice  
Bigglesworth Family Foundation  
DLA Piper Foundation  
van Löben Sels/RembeRock Foundation

**\$10,000-\$24,999**

Evelyn & Walter Haas Jr. Foundation  
Fidelity Charitable  
Firedoll Foundation

Morgan Stanley Gift Fund

**\$5,000-\$9,999**

American Online Giving Foundation  
Fidelity Charitable Gift Fund  
The Mervyn L. Brenner Foundation, Inc.  
Vanguard Charitable

**\$1,000-\$4,999**

California ChangeLawyers  
Charles Schwab Charitable  
Matson Navigation Company  
Sidney Stern Memorial Trust



**Donate:**



Support thousands  
in need of legal aid  
today.

**Contact Us**

548 Market Street | Ste 2400 | San Francisco | CA | 94104  
+1 (415) 834-0100

[info@one-justice.org](mailto:info@one-justice.org)  
[www.onejustice.org](http://www.onejustice.org)