“My attorney stood beside me and held my hand when I asked the judge to keep me safe.”
From Napa Valley to Silicon Valley, Bay Area Legal Aid (BayLegal) is on the front lines fighting for our clients’ rights. BayLegal broke down legal barriers to health, safety, and stability for more than 120,000 low-income individuals and their families throughout seven Bay Area counties over the past two years. We are dedicated to fighting for the social safety net, breaking cycles of poverty and social inequality. BayLegal is a powerful ally for those who too often experience powerlessness in the civil legal system.

* Board list as of 12/31/2018
Dear Partners in Justice,

Thank you for your partnership! As Bay Area Legal Aid (BayLegal) supporters, you know first-hand that the investment in civil legal services for low-income communities is an investment in civil rights and an effective fight against homelessness, abuse, hunger, displacement, economic disparity and hatred.

As we reflect upon the last two years, we are struck most by two things: the strength and impact of our advocacy and the scope and complexity of the challenges facing our clients and communities. BayLegal is proud to be an active part of the solution—helping to improve the living conditions of thousands of families through individual advocacy while removing systemic barriers that impact tens of thousands more through our partnerships, systemic advocacy and litigation. We do this through the critical commitment and support of partners like you.

The stories and data shared in this report show what is possible when that commitment meets our expertise in multiple areas of law, our regional capacity and fifty-plus years embedded in local Bay Area communities, our strong and innovative partnerships, and the multi-faceted approach that allows us to respond powerfully, quickly and effectively to our clients’ needs. Living in poverty often means facing multiple civil legal issues in the course of a given year. Creating opportunities to break out of cyclical poverty requires the expertise we have built to meet clients where they are in order to address the full scope of these challenges. We do so when representing a survivor of domestic violence when she takes the courageous step to obtain a restraining order to protect herself and her children—and also when we work with her to navigate the complexities of accessing safe and habitable housing, public benefits, healthcare, immigration relief, and the removal of barriers to employment, building the foundation for a future free from violence and fear. We pride ourselves on the effectiveness of our work to defend against unlawful evictions—and also our effective advocacy for tenant protections and housing solutions that address wide-spread displacement and reduce homelessness. We partner with our clients to resolve the immediate emergency while working toward broader systemic changes that will strengthen and ensure that the public safety-net works for everyone.

We know well that the fight for social justice and the eradication of poverty cannot be won alone. Whether you are a client, a staff member, a funder or donor, a volunteer or pro bono attorney, or a community partner, we thank you for your continued partnership, support and commitment to justice.
“If I’m being honest, I’d rather die than be stopped by immigration,” says Amalia R.* After decades of violence, BayLegal attorneys helped Amalia find protection from her abuser and his enablers in her community. “My abuser’s family came to me and said, ‘You have to put up with it. You have to take care of him until you die.’ I said, ‘You’re going to be the one to tell me what to do? My lawyer says I can report you for threatening me. I’ve put up with so much abuse, and I’m not putting up with any more.’” Taking the next step—applying for special immigration relief available to survivors of certain crimes—would allow her to come forward out of the shadows and uncertainty of her undocumented status, but it would also ask her to confront the immigration system that had traumatized her. Supporting her courage in taking that step is at the heart of BayLegal’s work with immigrant survivors of interpersonal violence.
The first thing you notice in conversation with Amalia is that her hands never rest. They gesture protectively, clearing space and establishing boundaries as she speaks, while signaling that there is a story she is struggling to tell and words she wants to bring within reach.

"I don't want to leave anything out," Amalia says, "but sometimes my memory is like a blank page. When all of this started happening to me, I had been attacked by a woman at the bus stop. Around the same time, my son was murdered. After all the years of abuse back in [my home country], these things brought on a trauma panic that I would never wish on anyone."

Fighting to remember, Amalia pieces the beginnings of her story together, working back from the time of the attack: her mother's early death in her home country, followed by years of physical and sexual abuse by male family members. A relationship with a man—the father of her children, and a powerful prison guard who could act with impunity—who became increasingly violent, and who threatened her life and her children. A decision to emigrate in order to find safety for herself and her family.

**BARRIERS TO ESCAPE**

The story is Amalia’s, but it shares important details with the stories of many immigrant survivors of interpersonal violence who come to BayLegal seeking help, especially the combination of family, community, and political power that often binds survivors to their abusers and makes emigration in all its risk and uncertainty the best path to safety. Ensuring that abusers cannot use survivors’ undocumented status and the threat of deportation as a source of power over them is a primary purpose of the immigration family law practice at BayLegal. Providing thousands of survivors with a way out of the shadows and a platform to assert their right to freedom from abuse is one of the most important legal functions we perform.

Following her arrival in California, Amalia lived with an older brother and then with partners who also quickly became abusive. "I said, ‘You’ve mistreated me for such a long time and I won’t let you do it anymore. After that I came here to where I live now and met Eduardo’" in 2005. I just wanted to have a family and to have love, and at first he was good to me. He worked hard and never disrespected me."

But over time, Eduardo’s drug use changed him, leading to years of violence, stalking, threats, and intimidation of community members and friends who tried to stand up for Amalia. At one point, "he had me locked up in the house for two days. He left me there without food, without water. Finally the landlord came to look for me. I could barely talk I was so weak. And just like all the times before, the police took my report and then let Eduardo go.” The ongoing abuse cost Amalia jobs, friendships, and multiple apartments, all the while compounding her trauma and adding to a list of physical and mental health issues including untreated injuries from multiple assaults.

**SECURING SAFETY FOR SURVIVORS**

Amalia finally got help from a local domestic violence prevention agency, filed a police report, and moved to a confidential shelter. But once again, returning to her home meant renewed threats and harassment from Eduardo. “That was about a year ago,” she says, “and right around that time I finally met Mélody [Saint-Saëns, then a BayLegal staff attorney and now Immigration Regional Counsel]. She was the one who helped me. She stood by my side when I asked the judge to keep me safe. She held my hand.” Mélody began investigating Amalia’s eligibility for a U Visa, and connected her to the local Family Justice Center to apply for Victim’s Compensation and get immediate medical care for her untreated injuries.

Meanwhile Eduardo’s levels of violence continued to escalate: “He came through the window with a dagger. The police still have it. I kicked the knife and it was like God was in the room with me, because it went under some furniture where he couldn’t reach it. He left telling me he would come back and kill me soon.” At that point, Mélody was able to help Amalia file for a Temporary Restraining Order, followed within a month by a five-year Domestic Violence Restraining Order After Hearing (DVROAH). With legal protections for her safety in place, Amalia was able to work with Mélody on her immigration status and access to public benefits and healthcare, beginning with 8-month cash assistance through the Trafficking and Crime Victims Assistance Program (TCVAP).

“Mélody was there when the letter came [the U Certification of Cooperation, establishing eligibility to apply for the U Visa], and she gave me a big hug. It was like coming across all over again: I was so scared, but I had to come.”
Amalia pauses in her story, and Juliana Morgan-Trostle, who represents her at BayLegal following Mélody’s transition to Immigration Regional Counsel, wipes Amalia’s eyes before returning to clasping her hand, which she does intermittently throughout our interview. It is clear when Amalia refers to Mélody and Juliana as her sisters, and to Socorro, the promotora who helps advocate for her health needs, as her mother, that this is not only a figure of speech. This is a crucial dimension of BayLegal’s immigration family law practice: BayLegal attorneys and other professionals model and rebuild relationships of care and trust that for many survivors have been severely damaged or destroyed. It is hard, incredibly vital work.

That trust allowed Mélody to help Amalia write a letter ending her relationship with an immigration attorney who had taken payment but failed to move forward with her U Visa application, and to start addressing her immigration status in earnest. “When Mélody and I started [working on my U Visa application], I said I was afraid,” she says. “She always said there was something I wasn’t telling her, she could tell from watching my hands. Something happened the day I came to this country that I wasn’t ready to talk about. But now I can take these things out from my heart and tell about them.”

Amalia recounts the violence she survived during her crossing. Sexually assaulted by a coyote before reaching the border, Amalia was then thrown to the ground and stepped on by a border patrol agent later the same day. “I have nightmares all the time of immigration grabbing me and taking me away,” she says. “The other day a woman was talking about ICE raids and I threw up. But with Mélody I applied for the U Visa. It was like coming across all over again: I was so scared, but I had to come. I didn’t come because I wanted to. If we stayed, that man would have killed us.”

Amalia closes the interview by walking us through a visualization exercise from her therapy sessions: “Close your eyes. Think about Juliana as your sister, and Socorro as your mother, and meditate on that. Imagine that they are with you, and the birds are singing. Imagine that they are your friends and protectors. And then my therapist will ask how I'm feeling: good.”

“Imagine that you’re talking with Socorro, and you’re past all this, and you’re just talking. How do you feel? Good.”

“Imagine that your father is with you, and he’s giving you good advice. Open your eyes. How do you feel? Good.”

“Imagine that you are among a lot of friends, and you have decided to trust each other. Close your eyes for a long time and then open them. How do you feel? Good.”

Amalia’s story is far from over: the pathway from applying for the U Visa to unlawful permanent residency can take more than a decade. The pathway to healing may be the work of a lifetime. But what she shares with us in this moment of calm and serenity is testimony to her will to live and to heal, her courage to speak, and the dedication of the attorneys, health workers, and advocates who have assembled a family and a protective circle around her. This is her story today, and we are honored by her trust in making BayLegal part of it.

Our immigration family law wraparound approach addresses the full range of survivors’ needs for safety, health and stability.

legal services. Law firm support for fellowships like Juliana’s helps expand our practice into emerging areas of need.

**THE WRAPAROUND MODEL**

At the MLP, Amalia has worked with Juliana to secure full-scope Medi-Cal and food stamps, and hopes soon to secure disability benefits through the Cash Assistance Program for Immigrants (CAPI). Healthcare access has allowed her to receive therapy and mental health services for the first time in her life. Juliana also helped her avoid eviction and improve her living conditions through a negotiated settlement with her landlord.

“I’ve recovered a lot,” she says, “but some things you never really recover from. I see the scars and I say, look. Look at what this man did to you. Sometimes when men say things to me I just want to lash out at them. But my therapist is helping me a lot.”

**PATHWAYS TO HEALING**

Amalia’s story is far from over: the pathway from applying for the U Visa to lawful permanent residency can take more than a decade. The pathway to healing may be the work of a lifetime. But what she shares with us in this moment of calm and serenity is testimony to her will to live and to heal, her courage to speak, and the dedication of the attorneys, health workers, and advocates who have assembled a family and a protective circle around her. This is her story today, and we are honored by her trust in making BayLegal part of it.
BayLegal makes a powerful stand for equal justice in the civil legal system—and your ongoing support is the reason. We stand with survivors of domestic violence who speak out to protect themselves and their children. We stand with tenants fighting displacement and homelessness. We stand with families striving for economic security and healthcare, and seeking protection from predatory lending. Every dollar of financial support for BayLegal translates into $2 or more in economic benefits for low-income clients. The impact on quality of life, safety, health, and dignity for Bay Area communities is immeasurable. Thank you for your generosity!

YOU MADE A DIFFERENCE!

Morgan Stanley Global Impact Funding Trust
Network for Good
The New Parkway Theater
Omron Foundation
Peterson Martin & Reynolds LLP
San Mateo County Bar Association
Schubert Jonckheer & Kolbe, LLP
Simpson, Thacher & Bartlett LLP
SomaR Bar, Oakland
Unity Software
Van Der Hout, Brigagliano & Nightingale, LLP
Visa, Inc.
Workday, Inc.
Zeller, Hoff & Zeller, Inc.

Latham & Watkins LLP
Miller Starr Regalia
WilmerHale

SPONSORS
[$10,000 - $14,999]
Barg Coffin Lewis & Trapp LLP
Chevron Corporation
Davis Polk & Wardwell LLP
Manatt, Phelps & Phillips, LLP
Sheppard, Mullin, Richter & Hampton

SUPPORTERS
[$2,500 - $9,999]
Benevity Community Impact Fund
Dechert LLP
Gagen, McCoy, McMahon, Koss, Markowitz & Raines
Greenwald Davidson Radbil PLLC
HP, Inc.
Local Independent Charities
Napa County Bar Association
Napa County Women Lawyers
Shartsis Friese LLP
Steyer Lowenthal Boodrookas Alvarez & Smith, LLP
Wells Fargo Philanthropy Fund

FRIENDS
[$50 - $2,499]
AmazonSmile Foundation
Apple, Inc.
Applied Survey Research
Callaway & Wolf
Casper Meadows Schwartz & Cook
Dickenson, Peatman, & Fogarty
DZH Phillips, LLP
Everlaw
Galindo and Associates, P.C.
Hanson Bridgett LLP
Intel Corporation
The Keith Campbell Foundation for the Environment, Inc.
Merck Foundation
Minami Tamaki LLP

2017 LAW FIRM & CORPORATE

LEADERSHIP
[$100,000+]
Google, Inc.
Kemnitzer, Barron & Krieg, LLP
Venable Foundation, Inc.
Wilson Sonsini Goodrich & Rosati Foundation

PLATINUM
[$55,000 - $99,999]
Bonnett, Fairbourn, Friedman & Balint, P.C.
Cooley LLP
Kazan McClain Partners’ Foundation
Morrison & Foerster Foundation
Zelle, LLP

GOLD
[$30,000 - $54,999]
Arnold & Porter Kaye Sholer LLP
Horace W. Goldsmith Foundation
Morgan, Lewis & Bockius LLP
Orrick, Herrington & Sutcliffe Foundation

SILVER
[$15,000 - $29,999]
Covington & Burling LLP
Google Matching Gift Program
Keifer Van Nest & Peters LLP
2017
INDIVIDUALS

VISIONARIES
[$50,000+] Joseph J. Tabacco, Jr. and Peggy Schmidt

FOUNDERS
[$15,000 — $49,999] William and Marianne Gagen
Robert and Susie Goodin
Christopher and Deirdre Hockett
David McClain and Merillyn Wong
Robert and Deborah Van Nest

BENEFACTORS
[$10,000 — $14,999] John C. Dwyer
Fred and Alice Feller
Timothy J. Ranzetta (for Eastside Internship)

PATRONS
[$5,000 — $9,999] William F. Alderman
Arthur and Toni Rembe Rock
David Steuer and Barbara Shufro

SPONSORS
[$2,500 — $4,999] D’Lonra Christy Ellis in memory of Arnold C. Ellis
Derek F. Foran
Martin Jasprovce
Peter Kasser
Don P. Pickett
David and Elizabeth Sawi
Susan L. Schwengman
Rick and Cindy Simons
Lawrence Weiss

ADVOCATES
[$500 — $999] Anonymous
James Bennett
Denise Bergin
Ann Brick
Craig C. Corbitt and Nancy Stoltz
Ramsey Daher in honor of Siggi Hindrichs and Waseem Daher
Carole DeBell
Brittany Eden
Matthew Fine
Gisela Gamper
Kevin Goess
Leah Granen in honor of Krista Granen
Eric and Rosemary Haas in memory of Philip Harley
Christopher T. Heffelfinger
William T. Hutton
Rick W. Jarvis
Robert W. Johnson
Eileen P. Kennedy
Edwin Laurensen
Nicole Lavallee

2017-18 ANNUAL REPORT 6

FUNDERS AND DONORS

Christina MacDougall
Don Medearis
Pierre Michaelis
Alex and Renata Miller
Nickolas Milonas
Joy Ming
Joshua Mitchell
Eddie and Amy Orton in honor of Bob Van Nest
Gregory and Barbara Rosston in honor of John Dwyer
Daniel Schulman
James and Ruth Shannon
Mohammad Sheikh
Stephen Snyder
Leah and Ben Spero in honor of General Assistance Advocacy Project
James Srebro
Laura Stamm
Richard and Michele Stratton
Amanda Swanson
Chase Tingley
Steven Weiss and Pam Torno
Stanton D. Wong

ASSOCIATES
[$250 — $499] Haydee Alfonso
Anonymous
George T. Argyris in honor of Rob Goodin
Ramon Arias and Rebecca Codekas
Andrea Banks
Gordon Baranco
Susan Bogar
Stephen V. Bomse
Brian Breslin
Brandi Brown
Charles T. C. Compton
Robert Dockendorff
George Donaldson
Mary Lavery Flynn and Michael Flynn
Paul Fogel
Dan Gahr
Andrew and Xiaopei Gelb
Donnelly Gillen
Winnifred Gin
Paul M. Gordon and Patricia Kernighan
Brittany Gorin in honor of Siggi Hindrichs and Waseem Daher
Michael Greene and Darlene Latimer
Mark Hauser
Les and Linda Hausrath
Marcos Hernandez
George and Maureen Heuga
Pam and Brad Joern
Edward and Joyce Kallgren
Daniel J. Kelly
Bruce Ketron

PARTNERS
[$1,000 — $2,499] Anonymous
Laura Berger and David Haggerty
Peter and Priscilla Carson
Curtis and Robin Caton
Conrad M. Corbett
Patricia Dwyer
Tom and Ellen Dwyer in honor of John Dwyer
Matthew and Karla Ellis-Davis
Rebekah Evenson and Dimitrios Kambouridis
Mary Lu Everett
Scott Fink and Kathy Klein
Sarah G. Flanagan
Joseph Floren
Bob Forster in honor of Roeweena
Alex and Joan Gulotta
Sharon Scharm Harris
Suzanne and Pete Hooper
Michael D. Keys
Linda Kim & Brent VerWeyst
Joel Linzner and Teresa Picchi
Michael Loeb
Kerri Lowe
Jenny Lui
Karen and John McGuinn
Doris Ng
Mark G. Parnes
Penelope Athene Preovolos
Wendy Cary Prince
Daphna Rahmil
Gregory and Peden Sager
Shana Sager
Dirk and Patsi Schenkkan
Owen Shaw
Scott and Mary Snowden
George (Bill) and Melanie Speir
Michael D. Stern
Allan Steyer
Michael Stortz and Valerie Pierce
Kirt Switzer
Robert Townsend
Melanie Warrick
Jeffrey Williams
Richard Zitrin

ASSOCIATES
[$250 — $499] Haydee Alfonso
Anonymous
George T. Argyris in honor of Rob Goodin
Ramon Arias and Rebecca Codekas
Andrea Banks
Gordon Baranco
Susan Bogar
Stephen V. Bomse
Brian Breslin
Brandi Brown
Charles T. C. Compton
Robert Dockendorff
George Donaldson
Mary Lavery Flynn and Michael Flynn
Paul Fogel
Dan Gahr
Andrew and Xiaopei Gelb
Donnelly Gillen
Winnifred Gin
Paul M. Gordon and Patricia Kernighan
Brittany Gorin in honor of Siggi Hindrichs and Waseem Daher
Michael Greene and Darlene Latimer
Mark Hauser
Les and Linda Hausrath
Marcos Hernandez
George and Maureen Heuga
Pam and Brad Joern
Edward and Joyce Kallgren
Daniel J. Kelly
Bruce Ketron

PARTNERS
[$1,000 — $2,499] Anonymous
Laura Berger and David Haggerty
Peter and Priscilla Carson
Curtis and Robin Caton
Conrad M. Corbett
Patricia Dwyer
Tom and Ellen Dwyer in honor of John Dwyer
Matthew and Karla Ellis-Davis
Rebekah Evenson and Dimitrios Kambouridis
Mary Lu Everett
Scott Fink and Kathy Klein
Sarah G. Flanagan
Joseph Floren
Bob Forster in honor of Roeweena
Alex and Joan Gulotta
Sharon Scharm Harris
Suzanne and Pete Hooper
Michael D. Keys
Linda Kim & Brent VerWeyst
Joel Linzner and Teresa Picchi
Michael Loeb
Kerri Lowe
Jenny Lui
Karen and John McGuinn
Doris Ng
Mark G. Parnes
Penelope Athene Preovolos
Wendy Cary Prince
Daphna Rahmil
Gregory and Peden Sager
Shana Sager
Dirk and Patsi Schenkkan
Owen Shaw
Scott and Mary Snowden
George (Bill) and Melanie Speir
Michael D. Stern
Allan Steyer
Michael Stortz and Valerie Pierce
Kirt Switzer
Robert Townsend
Melanie Warrick
Jeffrey Williams
Richard Zitrin
Susan Kleinman  
Robert I. Kligman  
Tara Lockhart  
William Lynch  
Tom MacBride  
Christopher N. May  
Joshua Meltzer  
Benjamin Metcalf and Melissa Garcia  
Charles Michalopoulos  
Merrilee Harter Mitchell  
Lauren Nagel  
James Nelson in honor of Cara Sandberg and Casey Schutte  
Olga Orloff  
Tracy Ou  
Ronald Owens  
Richard M. Pearl  
Michael Pietykowski  
Paul Resnick in honor of Curtis and Robin Caton  
Kennedy P. Richardson  
Marcia Rosen  
Dianne Safholm  
Hon. Alex E. Saldamando  
Thomas Schrag and Susan Marinoff  
Michael J. Sears  
Timothy and Lucy Smallsreed  
Janet Snowden  
Julia Sohnen  
Mr. Southworth and Ms. Geffner  
James Squeri  
René Thiagarajan  
Hon. John M. True, III  
Steven and Heather Walker  
Claire A. Williams  

**FUNDERS AND DONORS**

Jacqueline Cantwell in memory of Juanita Hillman  
Grace A. Carter  
Florence Chan in honor of Greg Gomes  
Ting Chow  
Cyndy Chueh  
Lucia Ciccio  
Julie Cochrane  
Robert Collins  
Margot Cunningham  
Richard Cunningham  
Betsy Daugherty  
Jonathan Diamond  
Diane L. Dillon  
Dr. Key and Barbara Dismukes  
Andrea and Peter Knight Dolan  
Serge Dobinski  
John Duckworth  
JoAnne L. Dunec  
Howard Eisenstark  
Joyce L. Elliott  
Rob Everett  
Barbara Farmer  
Bob Feyer and Marsha Cohen  
Jeanne Finberg  
Abraham Fine  
Mark Fletcher  
Robert H. Frank  
Richard and Jean Frankel  
Teresa and Mark Gardner  
Paul Goodman  
David and Stella Goodwin  
Denise Grab  
Laura Grad  
Matthew Green  
Scott Greenwood-Meinert  
Paul Griffin  
Erica and Norton Grubb  
Marc Haller  
Abby Herzberg and Jesse Goldberg  
Rachel Hudson  
Francis T. Itaya, Jr.  
Morton Jensen and Maria Wolf  
Donald E. Kelley, Jr.  
Kathleen Kennedy  
David Kessler  
Carol Kirkbride  
Simon Louis Klemperer  
Katherine Krebs in honor of Chris Adams and Fran Becker  
Kevin Krejci  
Jane Kroesche  
Stephanie Krol  
Monica LaBoskey  
Jimit Ladha  
Bruce Langley  
Adrienne Lara in honor of Michelle Weger  
Jack W. Lee  
Nancy Lemon  
Vanessa Leonardo  
John and Jill Levi  
Susan Levinson  
Virginia Leyva  
Miranda Limbach in honor of Core Society Fitness  
Anna Lindgren  
Winnie Lohman  
Hannah Lou  
Steve and Courtney Love  
Michelle Lu  
Milon Mackey  
Martin Maher and Monica Carlos  
Hon. Patrick J. Mahoney  
Leonídez and Eduardo Manansala  
Nathaniel Manista  
Teresa Marisko  
Rachel Marquez  
Chelsea Martinez  
Jamie McLaughlin  
Isaac Menashe  
Daniel R. Miller  
Thomas C. Mitchell  
David C. Moon and Sharon Smith  
Aileen Morrissey  
Jennifer Morse  
Ann Muneno  
David and Maryanne Murphy  
Jane Oghami  
Nina Padro  
Joanna Parnes  
Christopher Perrin  
Benjamin Perszyk  
Dr. Karl S. Pister  
Hon. Stuart and Lee Pollak  
Leah Pransky  
Ora Prochovnick and René Frantz  
Patti Prunhuber  
Laurence F. Pulgram and Kathleen Murray  
Jane Randolph  
Michael Rawson  
Charles Robert Rice  
Mirari Romero  
Michael Rosoff  
Kari Rudd  
Carol Santos  
Anthony Saracino  
Victor Schachter  
Susan Semonoff  
Alfreda Shapere in honor of Stephen Bingham  
Michelle Sidwell  
Betty Smith  
Michelle Snow  
Michelle Soto-Teall in memory of Sally Ann Schmidt  
Kendall Stagg  
Mark Steiner  

**FRIENDS**  
(up to $249)

Mark N. Aaronson and Marjorie Gelb  
Rami Al-Rfou  
Glenn L. Allen  
Michael Alvarado  
Carl and Sharon Anduri  
Anonymous (x5)  
Deborah Appel  
Brooke Arena  
Walter Bae  
Erin Balabanian  
Reed H. Bement  
Gilbert C. Berkeley  
Jonathan Blatteis and Bonnie Volk  
Megan Bobo  
Wendy Bomberg  
Matthew Bostick  
Pat Boyd  
Bivett Brackett  
Anne Caird  
Roseanne Calbo-Jackson  
Jack W. Lee  
Nancy Lemon  
Vanessa Leonardo  
John and Jill Levi  
Susan Levinson  
Virginia Leyva  
Miranda Limbach in honor of Core Society Fitness  
Anna Lindgren  
Winnie Lohman  
Hannah Lou  
Steve and Courtney Love  
Michelle Lu  
Milon Mackey  
Martin Maher and Monica Carlos  
Hon. Patrick J. Mahoney  
Leonídez and Eduardo Manansala  
Nathaniel Manista  
Teresa Marisko  
Rachel Marquez  
Chelsea Martinez  
Jamie McLaughlin  
Isaac Menashe  
Daniel R. Miller  
Thomas C. Mitchell  
David C. Moon and Sharon Smith  
Aileen Morrissey  
Jennifer Morse  
Ann Muneno  
David and Maryanne Murphy  
Jane Oghami  
Nina Padro  
Joanna Parnes  
Christopher Perrin  
Benjamin Perszyk  
Dr. Karl S. Pister  
Hon. Stuart and Lee Pollak  
Leah Pransky  
Ora Prochovnick and René Frantz  
Patti Prunhuber  
Laurence F. Pulgram and Kathleen Murray  
Jane Randolph  
Michael Rawson  
Charles Robert Rice  
Mirari Romero  
Michael Rosoff  
Kari Rudd  
Carol Santos  
Anthony Saracino  
Victor Schachter  
Susan Semonoff  
Alfreda Shapere in honor of Stephen Bingham  
Michelle Sidwell  
Betty Smith  
Michelle Snow  
Michelle Soto-Teall in memory of Sally Ann Schmidt  
Kendall Stagg  
Mark Steiner
FUNDERS AND DONORS

Margaret Stevenson in honor of Lisa Newstrom
Doug and Tiffany Straus
Barbara Suskind
Susan M. Swan in memory of Mary Taylor
Rhonda Tilley
Marcia Tingley in honor of Rita Lin
Michael Traynor
John Treat
Connie Tyler
Seraphina Uludong
Victoria Vasey
Michael and Johanna Wald
Rosemary Webb
Jessica Weber
Sara Wee
Michelle Weger
Anthony White
Ellen G. Widess
Laura Wisland
Jonathan and Samantha Wolff
Lynne M. Yerkes
Cathy Zeller
Christine Zupanovich and Dan De Vries in honor of Stella Zupanovich

Become a Partner In Justice today at baylegal.org/give!
Your donation supports education, legal representation, affirmative litigation and systemic advocacy that remove barriers to health, safety, and stability for thousands of low-income Bay Area residents.
2018 LAW FIRM & CORPORATE

LEADERSHIP
[$100,000+]
Kazan McClain Partners’ Foundation
Wilson Sonsini Goodrich & Rosati

PLATINUM
[$50,000 - $99,999]
Cooley LLP
Kemnitzer Barron & Krieg LLP
Morrison & Foerster Foundation
Setareh Law Group, APLC

GOLD
[$30,000 - $49,999]
Arnold & Porter Kaye Sholer LLP
Bartlit Beck Herman Palenchar & Scott LLP
Fenwick & West, LLP
Goldstein, Borgen, Dardarian & Ho
Horace W. Goldsmith Foundation
Orrick, Herrington & Sutcliffe Foundation

SILVER
[$15,000 - $29,999]
Altshuler Berzon LLP
Keker Van Nest & Peters LLP
Latham & Watkins LLP
Ohlone Press, LLC
WilmerHale

SPONSORS
[$10,000 - $14,999]
Barg Coffin Lewis & Trapp LLP
NVIDIA Corporation

SUPPORTERS
[$2,500 - $9,999]
Chevron Corporation
Cotchett, Pitre & McCarthy
Covington & Burling LLP
Gagen, McCoy, McMahon, Koss, Markowitz & Raines
Kilpatrick Townsend & Stockton LLP
Local Independent Charities
Lubin Olson & Niewiadomski LLP
Manatt, Phelps & Phillips, LLP
Napa County Bar Association
Network for Good
Robbins Geller Rudman & Dowd LLP
Shartsis Friese LLP
Steyer Lowenthal Boodrooks Alvarez & Smith, LLP

2018 FRIENDS
[$50 - $2,499]
Adobe
AmazonSmile Foundation
Ammunition (San Francisco)
Apple, Inc.
Autodesk Foundation
Barry’s Bootcamp
Bright Funds Foundation
Corsiglia McMahon & Allard, LLP
 Craigslist Charitable Fund
Dechert Charitable Fund
Doyle Quane Freeman Family Law Group
Equinox
Family Forever Photography
Fenchel Family Law
Glancy Prongay & Murray LLP
Google Matching Gifts Program
Hanson Bridgett LLP
Hecht Law PC
Jackson & Hertogs, LLP
Kaiser Permanente Matching Gifts
Law Office of Bruce Ketron
Michael J. Loeb Charitable Fund
Millyali Salon
Move Associates
Peterson Martin & Reynolds LLP
Rhy's Vineyards
San Mateo County Bar Association
Santa Clara County Legal Professionals Association
Shute, Mihaly & Weinberger LLP
Simpson, Thacher & Bartlett LLP
SkinSpirit
Soul Cycle
Taylor & Patchen, LLP
UpDog LLC dba Make Westing
Wells Fargo

2018 INDIVIDUALS

VISIONARIES
[$50,000+]
Joseph J. Tabacco, Jr. and Peggy Schmidt

FOUNDERS
[$15,000 — $49,999]
John C. Dwyer
William and Marianne Gagen
Robert and Susie Goodin
Christopher and Deirdre Hockett
Jeffrey and Roxanne Makoff
Arthur and Toni Rembe Rock
Leah and Ben Spero
Robert and Deborah Van Nest

BENEFAC tors
[$10,000 — $14,999]
Fred and Alice Feller

PATRONS
[$5,000 — $9,999]
William F. Alderman
Timothy J. Ranzetta for Eastside Internship
David Steuer & Barbara Shufro
Kirt Switzer

SPONSORS
[$2,500 — $4,999]
D’Lonra Christy Ellis in memory of Arnold C. Ellis
Derek F. Foran
Don Medearis
David and Elizabeth Sawi
Susan L. Schwegman
Rick and Cindy Simons
Allan Steyer
Donald and Anne Vermeil
Lawrence Weiss
Richard Zitrin

PARTNERS
[$1,000 — $2,499]
Curtis and Robin Caton
Patricia Dwyer in honor of John Dwyer
Mary Lu Everett
Sarah G. Flanagan
Kathryn J. Fritz
Gisela Gamper in honor of Yogeeta and Christopher Gamper
Richard K. Grosboll
Sharon Scharm Harris
Suzanne Hooper
Hon. Stephen Kaus
Mike Keys
Scott Fink and Kathy Klein
Alexandra Kennedy
Kevin D. and Claudine W. Lally
Edwin Laurenson
Joel Linzner and Teresa Picchi
Michael J. Loeb
Donn D. Pickett
Daphna Rahmil
John H. Rodgers
Dirk and Patsi Schenkkan
Paul Southworth and Mira Geffner
Michael Stortz and Valerie Pierce
Jane Walker

**ADVOCATES**

[$500 — $999]

Anonymous
Peter Benvenutti and Lise Pearlman
Denise Bergin
Elizabeth Grace Fuller Bivins
Andrew Brampton
Ann Brick
Brian Cerri
George Donaldson
Benjamin Feuer
Matthew Fine
Leah Granen in honor of Krista Granen
Christopher T. Heffelfinger
Carolyn Henel
Sarah Hill
William T. Hutton
Rick W. Jarvis
Peter Kasser
Patrick Lane
Christina MacDougall
Rachel Meny
Pierre Michaelis
Alex Miller
Nickolas Milonas
Paul Minney
Elise Mitchell
Zoe Palitz
Protima Pandey
Joia Pardo-Matthews
Robert Planthold
Kevin Reed
Genevieve Richardson
Kennedy P. Richardson
Gregory and Barbara Rosston in honor of John Dwyer
Mark S. Rudy
Hon. Bonnie Sabraw (ret.)
Dianne Safholm
Gregory and Peden Sager
Daniel Schulman
Mohammad Sheikh
Paul James Slagle
Richard and Michele Stratton
Amanda Swanson
Hon. John M. True, III
Christina Weed
Stanton D. Wong

**ASSOCIATES**

[$250 — $499]

Haydée Alfonso
George T. Argyris in honor of Rob Goodin
Ramon P. Arias and Rebecca Codekas
Laurie-Ann Bishop
Stephen V. Bomse
Grace Carter
Sebastian Chilco
Charles Compton
Susan Conger in honor of James Conger
Craig C. Corbitt and Nancy Stoltz
Nadia Del-Pan
Robert Dockendorff
Justin Fenchel
Mary Lavery Flynn and Michael Flynn
Andrew and Xiaopei Gelb
Winnifred Gin
Paul M. Gordon and Patricia Kernighan
Les and Linda Hausrath
Amy Heath
George and Maureen Heuga
Pamela Jones
Edwin and Joyce Kallgren
Madeleine Katz
Nicole Lavallée
Muriel Lesnewich
Elizabeth Littell in honor of Jennifer Ziebarth
William Lynch
Christopher N. May
William McKeveny
Joshua Meltzer
Charles Michalopoulos
Lara Molina
Tracy Ou
Ronald Owens
Richard M. Pearl
Kevin Quirolo
Morgan Rettig
Hon. Alex E. Saldamando in memory of Ralph S. Abascal
Michael Salib
Michael J. Sears
Megha Sheshadri
Timoth and Lucy Smallsreed
Thomas F. Smegal, Jr.
George Speir
James Squeri
Kendall Stagg
Christopher Thilgen

**FRIENDS**

[up to $249]

Steven and Heather Walker
Claire A. Williams
Ronald C. Wong
Douglas R. Young

**FUNDERS AND DONORS**
Rosalie Gonzales in memory of Steve Ronfeldt
David Goodwin
Denise Grab
Matthew Green
Erica and Norton Grubb
Richard A. Gutstadt
Barbara Hagin
Marc and Cherie Hallert
Shirley Hand
Debrittu Hayle and Welde Woretu
Howard Herman and Claudia Bernard
Abby Hertzberg and Jesse Goldberg
Mary Hurley
Sean Herman
Ariella Hyman and Dean Schillinger
Pam and Brad Joern
Tessa Jorgensen
Ashvin Kannan and Madhuri Ramanathan
Donald E. Kelly, Jr.
Kathleen Kennedy
Cheryl Kent
David Kessler
Simon Louis Klemperer
Monica LaBoskey
Kristin Lane
Kathleen A. Leak
K. Janelle Lee
David Lefebvre
Nancy Lemon
Daniel Lentz
John and Jill Levi
Joanne C. Lin
Deanna D. Lyon
Milon Mackey
Hon. Patrick J. Mahoney
Glen Malia
Vincent Martinez
Alan Mayer
Lindsey McDonald
Isaac Menashe
Merilee Harter Mitchell
Thomas C. Mitchell
Jacob Minne
Mary Montgomery
Dominique Monie
David C. Moon and Sharon Smith
Noel W. Nellis
Bettina Neufeld and Laurence Lessig
Rachel Notor
Crystal Nwaneri
David Pedulla
Cristina Peña
Kristel Peterson
Dr. Karl S. Pister in memory of Rita Olsen Pister
Hon. Stuart and Lee Pollak
Wendy Cary Prince

Ora Prochnovnik
Laurence F. Pulgram and Kathleen Murray
Jane Randolph
Victor Reyes
Charles Robert Rice
Nathan Riordan
Gregory Robbin
Jason Roche
Mirari Romero
Richard Rothschild
Rachael Samberg
Anthony Saracino
Sharyn Saslaftsky
Victor Schachter
Clifford Scharich
Elena Schmid
Thomas Schrag and Susan Marinoff
Gregory Schram
Jerome Seiman
Susan Semonoff
Alfreda Shaper
Samantha Shiraishi
Jeunee Simon
Amaura Snelling
Michelle Snow
Janet Snowden
Holden Stein
Mark Steiner
Alexander Stockholm
Doug and Tiffany Straus
Emma Strong
Erika Suazo
Kay Sullivan
Laura Tarko
Andrea Thompson
Marcia Tingley
Michael Traynor
John Treat
David Turner
Victoria Vasey
Grace Veltman
Michael and Johanna Wald
Michelle Weger
Philip and Veronica Weismehl
Richard L. Wells
Ellen G. Widess
Daron Willson
Jonathan and Samantha Wolff
Stephen and Janet Zovickian

FUNDERS AND DONORS

2017-18 FOUNDATIONS & NONPROFITS

American College of Bankruptcy Foundation
Auction Napa Valley
Bigglesworth Family Foundation
Blue Shield of California
The California Endowment
Dean & Margaret Lesher Foundation
Hurlbut-Johnson Donor Advised Fund
Koret Foundation
Napa Valley Community Foundation
One Legal
Peery Foundation
Public Welfare Foundation
Rademakers Foundation
Richmond Community Foundation
Sierra Health Foundation
Silicon Valley Campaign for Legal Services
Silicon Valley Community Foundation
May & Stanley Smith Charitable Trust
STAND! for Families Free of Violence
Thomas J Long Foundation
Tipping Point Community
United Way of the Bay Area
Upsolve
van Loben Sels/RembeRock Foundation
Walter S. Johnson Foundation
William G. Gilmore Foundation
Y & H Soda Foundation
Zellerbach Family Foundation
Minnie Kelly moved herself and her three children into San Francisco’s Richmond neighborhood looking for safety and stability in a higher opportunity neighborhood. Her sons had been exposed to violence in their previous home in a neighborhood with more concentrated poverty, and Ms. Kelly was willing to trade the unfamiliarity of the new neighborhood for what she knew about its lower crime rate. “I knew going in that we would be the only Black family in the building,” she says. “We found out that we were one of two or three that I ever saw in the whole neighborhood. But I figured getting used to that would be worth it if I could give my kids a safer place to live and grow up.” However, what waited in the new neighborhood was not an ordinary adjustment to a new social setting, but overt and egregious racial discrimination and threats by her landlord, neighbors, and the building’s maintenance employees.

Racial Harassment

“It started almost right away,” says Ms. Kelly, recalling her landlord telling her near the beginning of her tenancy, “You all need to go back to your own community,” and questioning her intelligence. The landlord allowed a general pattern of hostility to continue, allowing doors to slam in Ms. Kelly’s face, and complaining loudly about the grandchildren she “just let run around”. Incidents like these might not have had an explicitly racial component, but their intent was clear enough: “It was obvious he just didn’t like Black people. He didn’t think we belonged in his building or the neighborhood, and he made sure we knew it.”

Where the landlord often engaged in racial harassment by implication, the neighbor who worked as an unofficial building manager was more overt, using the n-word directly toward Ms. Kelly and her son on more than one occasion, and telling them to “go back to the jungle.” On one occasion, seeing Ms. Kelly’s teenage daughter looking out of her bedroom window, he remarked to the teenager that he “didn’t like looking at her shadow.” These racist confrontations took place in an environment that also included other threats and provocations. Ms. Kelly was subjected to multiple anonymous calls to the city in an attempt to have her visiting family members’ cars towed, along with scores of baseless calls to the police. Someone left a dead rat on her fire escape. Someone filled her garbage bin with water. A neighbor repeatedly sexually harassed her and propositioned her aggressively. Despite repeated complaints, her landlord and the Homeowners’ Association took no action and continued to try to label Ms. Kelly and her family as problematic tenants.

Harassment like this often has the same result as eviction or refusal to accept a housing subsidy: low-income tenants are displaced, often without the resources to secure new affordable housing, and forced into homelessness or out of the city. The conjunction of ongoing systemic racism with rising rents means that tenants of color are disproportionately harmed by this kind of “constructive eviction.”

The Threat of Displacement

In Ms. Kelly’s case the efforts to force her out of her housing did not stop with harassment alone. Her landlord and his employee approached Catholic Charities and the San Francisco Human Services Agency, the administrators of her housing subsidy, on multiple occasions with unsubstantiated, false allegations of misconduct. “They said I had guests who were threatening the other tenants. They said we were damaging things in the apartment. They didn’t have any evidence for any of it, but it felt like it almost didn’t matter, and [the subsidy administrators] were going to believe them over me anyway.”

Other false allegations followed: there were six young Black men staying in her unit as unauthorized guests, and someone in Ms. Kelly’s unit was using...
marijuana and causing the smell to emanate throughout the whole building. Ms. Kelly had photographic evidence that she and her family were attending a birthday party at another location when the alleged incident took place, and she shared this evidence with the subsidy administrators and with her advocate at the Housing Rights Committee (“HRC”), a San Francisco-based tenant rights nonprofit organization. When HRC helped Ms. Kelly with a letter warning her landlord against violating Ms. Kelly’s civil rights, she was confronted by the unofficial building manager who screamed obscenities at her and her teenage son in the building’s hallway.

Seeming to confirm Ms. Kelly’s suspicion that she would have an uphill battle with regard to the false allegations, her subsidy administrators soon began sending letters warning of possible lease violations and indicating that her subsidy was in jeopardy. At this point Ms. Kelly came to BayLegal seeking an ally and an advocate to defend her rights to live in an environment free from discrimination on the basis of race.

**DEFENDING HOUSING**

BayLegal attorney Jia Min Cheng advocated with the housing administrators to ensure that Ms. Kelly would not lose her vital housing subsidy, and helped file a discrimination complaint with the California Department of Fair Employment and Housing (DFEH). She also counseled Ms. Kelly through the process of securing a temporary restraining order against the neighbor who trespassed repeatedly on her designated garage area and threatened her with physical harm. Throughout this process retaliatory harassment, calls to the police and city, and disrespectful behavior by the landlord and the building manager continued, culminating in a 90-day eviction notice given in clear retaliation for Ms. Kelly having exercised her rights as a tenant.

Eventually DFEH facilitated a settlement. Ms. Kelly initially did not want to sign any agreement that included a release of claims. She says: “To me that just meant they could get away with everything they put us through. I wasn’t alright with that.”

At the same time, she was skeptical that things would ever change. “This stuff has been going on for years and years,” she says. “All the time people talk about how we’re making progress, and then you go back out in the world and people are still trying to push you out of a neighborhood and messing with your kids because you’re Black.”

Amidst this mounting frustration, news came that her subsidy administrator was willing to transition her to a housing subsidy that would allow her to move out of San Francisco while remaining in the Bay Area. Ms. Kelly had almost made up her mind to move, but one further thing was needed:

“I needed him to apologize. I needed to hear it out of his mouth, to look him in the eye when he told me that how he treated us was wrong.”

**THE STRUGGLE AHEAD**

With a verbal acknowledgment and apology from the landlord for the racial harassment and discrimination, a monetary settlement allowing her to start again in a new location, and preservation of her housing subsidy, Ms. Kelly was ready to move on. She is now stably housed in a quiet residential neighborhood in an outer East Bay suburb. Viewed from one angle, her case is a victory for fair housing and the principle of equal justice: her landlord faced consequences for his direct and indirect harassment, her housing subsidy was preserved, and the settlement acknowledged her dignity and admitted that the things that had happened to her family were wrong.

From a different angle, though, Ms. Kelly’s story exemplifies the troubling and longstanding dynamic of low-income Black tenants and other tenants of color being displaced from the Bay Area’s urban core into outlying areas where employment opportunities, family, and social support are all more distant, more dispersed, and harder to access. Ms. Kelly regularly commutes back to San Francisco because it is where her community is and where many of her service providers are located. While we are happy to recognize the victory won by Jia Min Cheng and BayLegal for Minnie Kelly, we also know that her story demonstrates why we must sustain our commitment to a long and difficult struggle to preserve tenant protections, hold institutional landlords and housing providers accountable, and remain alert to policy and advocacy opportunities to “unstack the deck” for low-income tenants of color. We are counting on our supporters to join us in this struggle.

“I needed my kids to know that they could stand up. I needed them to know that they could belong anywhere. And I needed to hear that the way we were treated was wrong.”
THE NEED

Every year 71% of low-income households experience at least one civil legal problem.

80% among families with children
97% among survivors of domestic violence

In the Bay Area 17,000 families faced eviction proceedings last year.

2x more likely for families with children
3x more likely for low income or African American families

In the Bay Area 30,000+ reached out for BayLegal’s help.

Top three legal needs:
Domestic Violence Prevention
Housing Preservation
Economic Justice

OUR IMPACT

Over two years we recovered $70+ million in economic benefits for low-income Bay Area families.

We helped more than 17,000 people receive health care and safety-net benefits.

We helped more than 20,000 adults and children to remain in housing and avert the threat of homelessness.

We empowered nearly 10,000 survivors of violence and their children to escape abuse.

We improved more than 120,000 lives of clients and children and 500,000+ through litigation and advocacy!

OUR CLIENTS

From Napa Valley to Silicon Valley, we serve some of the most vulnerable, yet incredibly resilient, members of our communities.

45% have family members with disabilities
40% live in households with children
27% are seniors
15% are recent immigrants

“I was approved for my U-Visa. Thank you! You are a light in the darkness!”
Angelica, BayLegal client
In 2017 and 2018, volunteers provided a combined total of more than 53,000 hours of service valued at more than $9 million. More than 600 pro bono attorneys and other volunteers each year support legal clinics and research projects, provide litigation trainings, and offer client representation and co-counsel on affirmative and impact litigation. On behalf of the tens of thousands of lives impacted by this work, BayLegal thanks our pro bono law firm and corporate partners, our solo practitioners, our law clerks and law graduates, and our clerical and other volunteers for their enthusiasm, energy and dedication to working together for justice.

**THE VALUE OF PRO BONO SERVICE**

Folger Levin LLP
Galindo & Associates, P.C.
Gap Inc.
Gaw Van Male
General Motors Company
Gibson, Dunn & Crutcher LLP
Google LLC
Hanson Bridgett LLP
Hanson Crawford Crum FLG, LLP
Hersh Family Law Practice
Holland & Knight LLP
Holland Law LLP
HEP
HP Inc.
Intel Corporation
Jones Day LLP
Kemnitzer Barron & Krieg
Khosla Ventures
Kilpatrick Townsend & Stockton LLP
Krueger Family Law, PC
Latham & Watkins LLP
Law Office of John L. Burris
Law Office of Katherine Siegfried
Law Office of Robles & Castles
Law Office of Stephanie A. Leroux
Law Offices of Craig Davis
Law Offices of Joseph H. Wolch
Law Offices of Mahal Montoya
Law Offices of Miriam Behman Brody
Law Offices of Nisperos PC
LendUp
Lieber Lawyers LLP
Littler Mendelson PC
Lockheed Martin Corporation
Madigan & Lewis LLP
Manatt, Phelps & Phillips, LLP
Manfred & Hunt LLP
Mayflower Law
McCown & Evans LLP
McGrath & Flax
Meyer Wine Law
Microsoft
Morgan, Lewis & Bockius LLP
Morrison & Foerster LLP
Murphy Law Firm P.C.
Newmeyer & Dillion LLP
O’Melveny & Myers LLP
Olivier Law, LLP
Orrick, Herrington & Sutcliffe LLP
Paul Hastings LLP
Pillsbury Winthrop Shaw Pittman LLP
Pivotal
Reed Smith LLP
Rogers Joseph O’Donnell
Ropes & Gray LLP
Salesforce
San Francisco Law Group
Santa Clara Law Group APC
Seyfarth Shaw LLP
Sidley Austin LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Squire Patton Boggs
Sturtevant Law
Sullivan & Cromwell LLP
The University of Arizona
Utrecht & Lenvin, LLP
Verizon
Vinson & Elkins LLP
Visa, Inc.
Weil, Gotshal & Manges LLP
Wells Fargo
WilmerHale
Wilson Sonsini Goodrich & Rosati
Winston & Strawn LLP
Yahoo! Inc.
Zitrin Law Office

**PRO BONO PARTNERS**

**FIRMS & ORGANIZATIONS**

Affirm, Inc.
Akerman LLP
Akin Gump Strauss Hauer & Feld LLP
Alston & Bird LLP
Alto Litigation, PC
Baker & McKenzie LLP
Beckman, Feller & Chang P.C.
Buchalter
Byrd & Associates
Chauvel & Glatt, LLP
Chevron Corporation
CJH & Associates, P.C.
Collins Collins Muir + Stewart LLP
Consumer Law Center, Inc.
Cooley LLP
Corpen Real Estate Group
Covington & Burling LLP
Crocker Family Law
Daponde Szabo Rowe PC
Dechert LLP
DeLacey, Riebel & Shindell, LLP
Divorce With Dignity, San Mateo
DLA Piper LLP
Donahue Fitzgerald LLP
Donnelly Nelson Depolo Murray & Efremsky
Duane Morris LLP
Dubroff Family Law PC
Electronic Arts, Inc.
Family Law Group, LLP
Family Violence Appellate Project
Federal Trade Commission
Fenwick & West LLP
FindLaw.com

**SOLO ATTORNEYS**

Stephanie Aguirre
Stephania Aivaliotis
Norah Alyami
Deborah Appel
Silvia Arnold
Jeffrey Baker
Somita Basu
Magi Berciano
Eric Berkowitz
Jennifer Binger
Steve Bingham
Robert Biniaz
Aaron Blum
Robert Borton
Wendy Brenner
Don Briggs
Karen Brio
Ted Broomfield
Visa, Inc.’s Partnership with BayLegal Clinics

Our sincere thanks go out to Visa Inc., for all that their attorneys and other staff have done to support San Mateo County clients in our family law and immigration practice. Fifty-three Visa attorneys and other professionals supported two Adjustment of Status (AOS) clinics in 2017, and provided critical ongoing staffing for our regular domestic violence restraining order (DVRO) clinics in San Mateo County.

Twenty-six clients participated in the AOS clinics, and to date 11 have since received Lawful Permanent Resident status, with the remaining 15 pending USCIS approval. The impact of this work on family stability, personal safety, and economic opportunity is hard to overstate.

Our San Mateo County DVRO clinics, meanwhile, are impossible to imagine at their current scale without Visa, Inc. support. Clinics take place four times per month in South San Francisco and Daly City, and fifteen times per month in Redwood City. They are the most significant resource for assistance in preparing pleadings to obtain a Domestic Violence Temporary Restraining Order in San Mateo County. Visa attorneys and staff have been among our most consistent partners and largest sources of volunteer expert assistance in these clinics during the past two years. Their individual dedication, and the robust support offered by Visa, Inc., have been truly life-changing for hundreds of survivors and their children.
Erin Elskes of McCown & Evans, LLP

Erin Elskes is a Senior Associate Attorney at McCown & Evans LLP, where she practices corporate immigration law. Since 2015, Erin has gone the extra mile (and quite a bit more!) as a dedicated pro bono hero, securing immigration relief for her BayLegal clients and their family members.

Erin’s dedication to her pro bono practice has increased BayLegal’s capacity to provide comprehensive legal services to immigrant survivors of domestic violence and sexual assault, ensuring the safety and well-being of our clients and their children. She has helped thirty-two individuals in their applications for immigration relief. To date, Erin has obtained lawful permanent residency (green cards) for ten of her clients and U Visas for another seven clients who are survivors of interpersonal violence. These members of our communities can now live free from fear of deportation and separation from their families. Their legal status can lead to increased financial stability and safety from violence. Fighting for these basic human rights is central to BayLegal’s mission and to the pro bono commitment of dedicated private attorneys like Erin.

Erin’s interest in immigration law began during law school. “My partner, now my husband, was in the process of immigrating from Spain,” she explains. “I decided to take his case as my first foray into immigration practice, so I served as counsel and helped him get his green card.” Since this first client, Erin has gone on to help many more.

The chance to serve broader immigrant communities has been vitally important to Erin. “My previous firm had fairly limited pro bono opportunities. The willingness at McCown & Evans to make a really robust commitment to my pro bono work was a primary factor in my coming to work here.”

This commitment is evident in the eighteen cases Erin has taken over the first three years of her pro bono work with BayLegal. Beyond the number of clients she has helped, we have also seen her commitment in the depth of her work: “I’ve called people’s doctors and processed health coverage applications, mentored children, done I-929 derivative spouse applications, and provided emergency help when clients have been mugged. It’s the kind of wraparound legal social work that you don’t get to do much in corporate practice, and it’s really rewarding.”

When asked what motivates and sustains her pro bono immigration work, Erin says, “In a lot of ways, the upsurge of anti-immigrant rhetoric over the past few years really galvanized me. Beyond that, it just seems there’s been a loss of compassion in our public conversations, like it’s become acceptable for people to show no interest in other people’s experiences. I want to do what I can to push against that.”

Pro Bono Opportunities at Bay Area Legal Aid

With BayLegal’s training (including live presentations, manuals, and sample templates) and ongoing mentorship, volunteer attorneys have the opportunity to work with clients on their U Visa Non-Immigrant Petitions, VAWA Self-Petitions, Special Immigrant Juvenile Status (SIJS) and Adjustment of Status applications. No prior immigration experience is necessary and opportunities are available throughout the Bay Area in this and many other areas of practice. Please contact us by email at probono@baylegal.org, or visit www.baylegal.org/get-involved/pro-bonovolunteer, and join us!
BayLegal reached a settlement in 2017 in a first-of-its kind suit to stop courts from punishing people because of their poverty. The suit, litigated by Rebekah Evenson, Raegan Joern, and Claire Johnson-Raba, with co-counsel from Pillsbury Winthrop Shaw Pittman, the ACLU-NC, Lawyer’s Committee for Civil Rights of the San Francisco Bay Area (LCCR-SF), and the Western Center on Law and Poverty (WCLP), stopped the Solano County court’s suspension of drivers’ licenses of people too poor to pay parking fees. The settlement benefits more than 30,000 Solano county drivers, and established a model for other courts. The Solano suit spurred a second suit by the same legal team, challenging the California DMV’s practice of illegally suspending the drivers’ licenses of people who could not afford to pay traffic tickets. As a result of that advocacy, the DMV reinstated as many as 400,000 licenses.

BayLegal filed two more suits challenging the common practice whereby California cities tow and auction cars of low-income people who cannot afford to pay parking tickets. Those suits, led by BayLegal’s Rebekah Evenson and Claire Johnson-Raba, and co-counsel from LCCR-SF and Manatt, Phelps & Phillips, LLP, seek to stop San Francisco from towing cars solely to collect unpaid parking tickets. In 2018, the court issued a preliminary injunction and cast significant doubt on the constitutionality of such tows. BayLegal and its partners also published a seminal report demonstrating that exorbitant ticket and tow fees leave many vehicle owners unable to retrieve their cars, disproportionately affecting poor people. These “poverty tows” result in the loss of a valuable asset, a link to jobs, and for some unhoused people, a primary residence.

BayLegal litigated a major suit resulting in the overhaul of the Contra Costa County General Assistance (GA) program, a benefit of last resort for the county’s lowest income residents. The suit, brought by BayLegal’s Steve Weiss, Raegan Joern and Rebekah Evenson and co-counsel from the Public Interest Law Project, challenged the County’s nearly-insurmountable barriers to receipt of aid. As a result of the settlement, the county made system-wide changes to its GA program that will simplify the application process and make it easier for unhoused people to maintain aid, compensated BayLegal’s clients with thousands of dollars in aid that the county had unlawfully withheld, and infused approximately $1 million in increased benefits to the county’s most indigent residents.

BayLegal litigation protected the rights of tens of thousands of Bay Area tenants. In 2017, a landlord association filed suit to end rent control in Richmond, California, a rapidly gentrifying city. BayLegal attorneys Charles Oshinuga, Bob Capistrano, Oraneet Orevi and Rebekah Evenson successfully intervened to defend rent control, protecting the rights of as many as 90,000 Richmond families.

BayLegal also sent a $100,000 wake up call to landlords who discriminate. Days after the 2016 election an Oakland landlord admitted to “channeling Trump” when she threatened deportation against a former tenant, whom she characterized as a “scum of the earth immigrant,” to deter the tenant from seeking return of a wrongfully-withheld security deposit. BayLegal’s Rebekah Evenson, Eric Berkwitz and Lisa Greif, together with attorneys from Latham & Watkins LLP, brought a civil rights action, and after two years of litigation the landlord agreed to pay $100,000 to settle the suit. The case serves as a powerful reminder to landlords that discrimination will never be tolerated.

BayLegal litigation secured the rights of tens of thousands of Californians to access critical healthcare. One case, brought by BayLegal’s Tiffany Huynh-Cho, Mike Keys and Rebekah Evenson, secured a judgment requiring the Department of Health Care Services to ensure that Medi-Cal recipients with disabilities have access to medically-necessary transportation services to get the medical care they need. A second suit ensured access to Medi-Cal for eligible individuals who do not speak English. That case, brought by Mike Keys, WCLP, Neighborhood Legal Services of Los Angeles County (NLS), Asian Americans Advancing Justice, and Kirkland & Ellis, resulted in revisions to Department policy—and the translation of critical Medi-Cal forms—potentially preventing cancellation of coverage for tens of thousands of Californians.

BayLegal also pursued important appeals and secured numerous published opinions protecting the rights of domestic violence survivors and youth. BayLegal’s Protima Pandey, with co-counsel from the Family Violence Appellate Project and Orrick, Herrington & Sutcliffe, secured a published opinion in the seminal case of Kumar v. Kumar, setting forth the rights of immigrants who come to this country sponsored by a spouse who later becomes violent. The landmark ruling guarantees that the immigration Affidavit of Support is an enforceable contract, an extremely important protection for low-income sponsored immigrants who would otherwise face severe financial barriers to leaving abusive relationships.
SYSTEMIC ADVOCACY

YOUTH JUSTICE
BayLegal’s recent advocacy accomplishments on behalf of youth include our work (at the request of Assemblymember Gipson) on AB 2337, which expands extended foster care eligibility for youth with disabilities whose guardians or adopted parents die or stop providing support before the youth’s 21st birthday. Supported by our research and advocacy, along with moving testimony from our client, the bill passed and went into effect this year.

We also worked effectively with government agencies to: prevent juvenile records from being used to exclude youth from transitional housing; remove barriers to extended foster care for juveniles exiting probation; and ensure that juvenile survivors of human trafficking have full access to the safety net supports of the foster care system.

HEALTH
BayLegal’s advocacy with the Department of Health Care Services resulted in a policy change that ensures that families in which the heads of household are survivors of trafficking can now enroll in Medi-Cal managed care, expanding their access to critical health care, including mental health services.

TRAFFIC COURT ADVOCACY
In collaboration with the SF Superior Court, the Financial Justice Project of the SF Treasurer’s office, and community partners, BayLegal helped bring about traffic court reforms to reduce barriers that are keeping poor people in poverty. These included halting collection of old traffic court debt and fines, lifting failure to appear holds on drivers’ licenses, and implementing “Ability to Pay” petitions which allow for reduction of traffic fines for those receiving government benefits or earning less than 250% of the federal poverty level.

HOUSING
We successfully worked with the Law Foundation of Silicon Valley to ensure that a proposed City of San Jose Housing Department criminal activity just cause provision would be limited to certain serious crimes that occur on the premises and allow households the opportunity to cure and preserve their housing. This change significantly lessens what was likely to be the policy’s disparate impact on communities of color, individuals with disabilities, and survivors of domestic violence seeking emergency assistance.

We also advocated successfully with the Berkeley Housing Authority to enforce reasonable accommodation mandates, ensure compliance with the Violence Against Women Act, and preserve repayment plans.

IMMIGRANT RIGHTS
Attorneys across BayLegal’s areas of practice submitted extensive comments opposing proposed federal public charge rule changes, which would severely impact access by immigrants to a wide array of healthcare, nutrition, and income support programs. We were also active in educating client communities and partner agencies about the current rule, proposed rule changes, and options to respond to the potential negative impacts on vulnerable immigrant communities.

On another front, as a result of our negotiation, SF County now provides County Adult Assistance Program (CAAP) benefits to survivors of serious crimes who apply for U or T visas. Previously, their access to safety net cash benefits was extremely limited.

DOMESTIC VIOLENCE
As a result of our advocacy, the San Pablo Police Department agreed to end its practice of giving survivors of domestic violence and sexual assault a form on-scene at incidents requiring them to either request prosecution or agree that all evidence in their case could be destroyed and no further investigation would be made. This policy asked survivors to make critical, permanent legal decisions in a moment of trauma, harmed prosecution and survivor credibility, and impacted eligibility for U Visa and other forms of relief. The DA also agreed to conduct additional training with the SPPD.

REENTRY
At Assemblyman Chiu’s invitation, we supported AB 2138, which provides that applicants for a variety of occupational licenses shall not be denied licensure based on non-serious convictions more than 7 years old which are not substantially related to the duties of the profession for which they are applying. The bill went into effect in 2018, and helps to preserve access to employment in a range of career sectors including acupuncture, cosmetology, nursing, pharmacy, and medical licensure.

CONSUMER
Borrower defense to repayment is an important tool for students who have been victimized by predatory for-profit colleges that used fraud and deceptive marketing to convince students—often low-income women and first-generation college students—to enroll and incur tens of thousands of dollars in student loan debt. Juliana Fredman of our Consumer team was nominated to serve as an alternate negotiator on behalf of legal assistance organizations during the Department of Education’s 2018 negotiated rulemaking process regarding borrower defense to repayment. Although the Department ended up proposing restrictive rules to limit borrower defenses and relief, implementation has been delayed due in part to extensive comments it received from BayLegal and our partners.

In San Francisco, our persistent opposition ultimately led the San Francisco Housing Authority to abandon a proposed policy change that would have doubled its minimum rent assessed on its lowest-income, most precariously housed tenants.
When battling chronic illness, no one expects that attending doctors’ appointments might be the hardest part of recovery. Before Karen came to BayLegal in 2015, however, she had already spent more than a year missing check-ups and postponing treatment while state administrators ignored her calls.

**DENIED ACCESS TO CARE**

“I was having trouble finding medical transportation to go see my doctors,” explains Karen. As a Medi-Cal recipient, Karen was guaranteed free non-emergency medical transportation (NEMT) by the state of California for travel to and from her healthcare providers. But as Karen discovered, not all counties and distances of travel were covered equally, or adequately, by the Medi-Cal contractors. Karen uses a wheelchair, in addition to living with several serious autoimmune conditions.

“This was becoming a critical issue for me, because I’d just had a second major spinal surgery at Stanford. All of my follow-up care was in San Francisco, and I lived in Walnut Creek. Public transit would have taken me three or four hours each way, but I didn’t have much of an immune system. I couldn’t be around large crowds of people. I was getting a lot of seizures and becoming very ill.”

“I knew that I was supposed to be allowed a safe way to receive the care I needed, but somehow it was impossible for me to get access. Every time I would try, the transportation company would come once or twice, and then they would refuse. Apparently the state of California wasn’t reimbursing them for their services; or when they did, it was never enough. My hospital basically threw up their arms and said, we’ve done what we can and this is no longer our responsibility. I approached the state myself, and was told the same thing.”

Despite Karen’s resourcefulness and persistence in contacting anyone she could find—from state administrators to hospital social workers—there was no end in sight, with each new contact in turn finding a reason to avoid responsibility for taking action. Meanwhile, Karen had no time to lose. “By the time I reached out to the Health Consumer Center (HCC), I was stuck. My seizures were escalating; I had no way to get help. There was nothing more I could do. I was becoming more and more ill as a result of not being able to get the treatment I needed.”

**BAYLEGAL’S ADVOCACY**

“I knew of Bay Area Legal Aid because I used to run a program for homeless youth in south Hayward, and served on the board of the Independent Living Resource Center. I knew that BayLegal existed—but I had never been in this position before, of needing someone to be my advocate.”

“Tiffany understood that this was about more than just me, but everyone out there in my situation. I was incredibly impressed with her tenacity, and her ability to just be an advocate. When she would go to the courts, I didn’t ever have to worry that I would be misrepresented at all. She always got back to me, ran things by me first—I always trusted that she had things well in hand. I imagine her going in to fight the good fight, but with a smile on her face.”
For Tiffany Huyenh-Cho, the HCC Supervising Attorney who handled Karen’s case, this marked her first time spearheading a litigation effort to fight directly for a client’s rights. “I was flabbergasted throughout most of the process, because there seemed to be a very obvious solution,” Tiffany recalled. “From the start, the problem was very clear. It’s a highly bureaucratic process. I wouldn’t say the department is inhumane, but it’s certainly more removed. Medi-Cal was not overseeing their program properly to ensure there is due process for everyone to receive the care and support that they need.”

As Tiffany delved deeper into the complex inner workings of the state benefits program, it became clear that upholding Karen’s rights would not be easy. “We were challenging the department’s lack of procedures and policies. The client clearly qualified for the benefit, she met all the criteria—but despite her best efforts, she could never actually use these services that she was entitled to.”

Still, as Medi-Cal administrators resisted, and petitions to the department fell on deaf ears, Tiffany knew further action was necessary. “Our case was dismissed, and that’s when we decided to litigate because there was no other way to enforce her rights.”

STATEWIDE IMPACT

When BayLegal and the HCC represent a client, the impact can often extend far beyond a single person. In this case, the question still remained as to how many low-income Californians with disabilities and other barriers to mobility might have been affected by the gap in Medi-Cal coverage. “The department doesn’t keep track; even they don’t know how many people might use this service but have been unable to do so. Someone had to hold the department to their duties, and because of the case, the court ruled that this was an issue that Medi-Cal had to address.”

From Karen’s perspective, the successful resolution of the case was meaningful for many reasons. “It’s opened up many doors to treatments that I never would have been able to get. Now, there’s a designated office and person who can help me when problems arise; it’s fantastic. The state of California has owned the issue, and they not only are able to help me, but also everyone else in need of non-emergency medical transportation.”

BayLegal’s Health Consumer Center

The Health Consumer Center (HCC) at Bay Area Legal Aid provides legal advice, advocacy, and counsel to help people enroll or obtain services from public and private health insurance programs. This innovative area of our practice adapts the highly effective call center model of our Legal Advice Line specifically for clients facing denial of benefits, challenges navigating public insurance markets, excessive and improper medical debt, and a range of other issues. HCC attorneys are often able to resolve healthcare access, coverage, and financial issues through direct advocacy within public and private medical and insurance systems, securing timely financial relief and improved health outcomes for clients.
COMMUNITY PARTNERS

3rd Street Youth Center and Clinic
Abode Services
ACLU of Northern California
Alameda County Bar Association
Alameda County Behavioral Health Care Services
Alameda County Care Connect
Alameda County Family Justice Center
Alameda County Probation Department
Alameda County Public Defender
Alameda County Reentry Alliance for Children’s Rights
American Canyon Family Resource Center
Asian Women’s Shelter
Auction Napa Valley
Bay Area Community Services
Bayview YMCA
Bill Wilson Center
Calli House Youth Shelter
Catholic Charities of the East Bay Centerforce
Centro Legal de la Raza
City of Calistoga
CORA (Communities Overcoming Relationship Abuse)
Community Action Napa Valley
Community Legal Services of East Palo Alto Community Solutions
Community Violence Solutions
Contra Costa County Public Defender
Contra Costa County Superior Court
Contra Costa Family Justice Alliance
Cooperative Restraining Order Clinic
Cope Family Center
Council for a Strong America: Fight Crime Invest in Kids
Covenant House (includes DreamCatcher Youth Services)
Daly City Community Center
DeafHope
Dept. of Child Support Services
Disability Rights Advocates
DreamCatcher Youth Shelter
East Bay Community Law Center
East Oakland Community Project
Eastside Preparatory
ECHO Housing
Eviction Defense Center
Eviction Defense Collaborative
Fair Housing Napa Valley
Familias Unidas
Family Violence Appellate Project
Family Violence Law Center
Food Bank of solano and Contra Costa Counties
Fremont Family Resource Center
Glide Memorial Church
Goodwill Industries of the Greater East Bay
GRIP (Greater Richmond Interfaith Program)
HealthRight360
Highland Hospital
Homeless Prenatal Program
Housing & Economic Rights Advocates
Housing Rights Committee of San Francisco
International Institute of the Bay Area
International Institute of the Bay Area
Justice in Aging
Katharine & George Alexander Community Law Center of Santa Clara Law School
Larkin Street Youth Services (includes Diamond Youth Center)
Law Foundation of Silicon Valley
Legal Aid of Marin
Legal Aid Society of San Diego
Legal Aid Society of San Mateo County
Legal Assistance to the Elderly
Monument Crisis Center
Napa County Women Lawyers
NARIKA
National Center for Lesbian Rights
National Health Law Program
National Housing Law Project
Neighborhood Law Corps - Oakland City Attorney
NEWS-Domestic Violence and Sexual Abuse Services
OneJustice
Positive Resource Center
Public Interest Law Project
Puertas Abiertas
Rainbow Community Center
Reentry Success Center (Richmond)
Rubicon Programs
RYSE Center
Safe Alternatives to Violent Environments
Safe Return Project
San Francisco Department on the Status of Women
San Francisco Domestic Violence Consortium
San Francisco Human Services Agency
San Francisco LGBT Center
San Francisco Mayor’s Office of Housing and Community Development
San Francisco Public Defender’s Office
San Mateo County Law Library
Santa Clara County Family Justice Center
Santa Clara County Office of Immigrant Relations
Santa Clara County Public Defender
Second Harvest Food Bank
Senior Legal Services
Shanti
Shelter Inc.
SparkPoint Centers – Contra Costa County
SparkPoint Initiative, United Way of the Bay Area
STAND! For Families Free of Violence
Step Forward Foundation
Superior Court of San Mateo
Swords to Plowshares
Ted Adcock Community Center
Tenants Together
University of California Hastings College of the Law
UpValley Family Centers
Veteran’s Home of California – Yountville VOICES
West Contra Costa County Family Justice Center
West Contra Costa Unified School District Western Center on Law & Poverty
Zuckerberg San Francisco General Hospital
Bay Area Legal Aid said goodbye in 2018 to two cherished friends. Steve Ronfeldt was a longtime colleague and recently Of Counsel to BayLegal, helping us to build our current litigation program. His passing in early December followed a distinguished legal services career of more than fifty years. Steve worked on the front lines fighting for equal justice for low income people as an attorney, a policy advocate, and as the founder of the Public Interest Law Project. Last year he was honored with the Loren Miller Award by the California Lawyers’ Association for this work. His lasting impact on legal services and our clients was matched by his deep humanity, joy and optimism, his devotion to his colleagues and family, and his level-headed wisdom.

Tony White was a skilled litigator, multi-faceted advocate, and one of the first legal aid attorneys to see the power of technology and seek ways to harness it to better serve our clients. Following an extensive career with California Rural Legal Assistance (CRLA) Tony served as BayLegal’s Director of Law and Technology for over 16 years. Joining just after BayLegal’s formation (merger), he helped transform previously disconnected systems into one powerful platform for serving the legal needs of the poor and over the years helped build BayLegal into the successful regional law firm we are today, including our nationally recognized Legal Advice Line and Health Consumer Center hotlines. All of us fortunate to have known Tony as a friend and colleague will remember him for his tireless dedication to our clients and their communities, but even more so for his kindness, thoughtfulness, mentorship, and inspiration.

We look back at 2018 with sorrow for the loss of Steve and Tony, but also with the resolve they give us for the work still ahead. We join Steve in saying, “Onward!” And we remember Tony’s crucial advice: “Keep breathing.”

---

**Two Lives Dedicated to Justice**

Bay Area Legal Aid said goodbye in 2018 to two cherished friends. Steve Ronfeldt was a longtime colleague and recently Of Counsel to BayLegal, helping us to build our current litigation program. His passing in early December followed a distinguished legal services career of more than fifty years. Steve worked on the front lines fighting for equal justice for low income people as an attorney, a policy advocate, and as the founder of the Public Interest Law Project. Last year he was honored with the Loren Miller Award by the California Lawyers’ Association for this work. His lasting impact on legal services and our clients was matched by his deep humanity, joy and optimism, his devotion to his colleagues and family, and his level-headed wisdom.

Tony White was a skilled litigator, multi-faceted advocate, and one of the first legal aid attorneys to see the power of technology and seek ways to harness it to better serve our clients. Following an extensive career with California Rural Legal Assistance (CRLA) Tony served as BayLegal’s Director of Law and Technology for over 16 years. Joining just after BayLegal’s formation (merger), he helped transform previously disconnected systems into one powerful platform for serving the legal needs of the poor and over the years helped build BayLegal into the successful regional law firm we are today, including our nationally recognized Legal Advice Line and Health Consumer Center hotlines. All of us fortunate to have known Tony as a friend and colleague will remember him for his tireless dedication to our clients and their communities, but even more so for his kindness, thoughtfulness, mentorship, and inspiration.

We look back at 2018 with sorrow for the loss of Steve and Tony, but also with the resolve they give us for the work still ahead. We join Steve in saying, “Onward!” And we remember Tony’s crucial advice: “Keep breathing.”

---

**Management Team**

Haydée Alfonso
Taylor Brady
Andrea Del-Pan
Lauren DeMartini
Rebekah Evenson
Ariella Hyman
Christina Lee
Kristi Lesnewich
Jerel McCrary
Lisa Newstrom
Erin Orum
Adam Poe
Jessica Redditt
Genevieve Richardson
Mélody Saint-Saëns
Mohammad Sheikh
Barbara Texidor
Steven Weiss

**Staff**

Anne Goulart
Krista Granen
Lisa Greif
Stacey Guillory
James Hardwick
Jenna Harris
Brittany Harwood
Rachel Haverkorn
Jeanette Robinson
Christian Henrikson
Tiffany Hickey
Rachel Hoeger
Seung Eun Hong
Rose Horton
Refugio Huizar
Tiffany Huyen-Choo
Maya Iyyani
Sarah Jacobvitz
Mary Jaeckel
Deep Jodhka
Raegan Joern
Lauren Johnson
Claire Johnson Raba
Cristal Jones
Emily Juneau
Colleen Kauth
Michael Keys
Abigail Khodayari
Kye Kim
Catherine Kimel
Fawn Korr
Stephanie Krol Vieira
Kenneth Lam
Mary Lara
Hong Le
Andy Le
Olga Leon
Stephanie Leroux
Wan Li
Theresa Luong
Jason Luu
J. Olabisi Matthews
Donald Medearis
Emily Miller
Taline Minassian
Rose Molloy
Juliana Morgan-Trostle
Jesus Muñoz
Ryan Murphy
Kemi Nelson
My Linh Nguyen
Darren Orr
Anita Pandhoh
Joanna Parnes
Rebeca Stroik
Trevina Tang

Janet Puckett
Nicole Reyes
Saraihd Rivera Vazquez
Ruben Robles
Coralee Rose
Skyler Rosellini
Kari Rudd
Paul Sanderson-Cimino
Alexandra Santa Ana
Emilio Seijo Rivera
Anne Sidwell
Rebeca Stroik
Trevina Tang

Kenneth Theisen
Chantal Tien
Maria Vasquez
Lara Verwer
Charlotte Vijftigtschild
Katharine Walsham
Sophia Wang
Michelle Weger
Michael Wolchansky
Meiyi Wu
Joshua Yoon
Naomi Young
Lily Zhang

* Staff list as of 12/31/2018

---

**BayLegal Staff**

Anne Goulart
Krista Granen
Lisa Greif
Stacey Guillory
James Hardwick
Jenna Harris
Brittany Harwood
Rachel Haverkorn
Jeanette Robinson
Christian Henrikson
Tiffany Hickey
Rachel Hoeger
Seung Eun Hong
Rose Horton
Refugio Huizar
Tiffany Huyen-Choo
Maya Iyyani
Sarah Jacobvitz
Mary Jaeckel
Deep Jodhka
Raegan Joern
Lauren Johnson
Claire Johnson Raba
Cristal Jones
Emily Juneau
Colleen Kauth
Michael Keys
Abigail Khodayari
Kye Kim
Catherine Kimel
Fawn Korr
Stephanie Krol Vieira
Kenneth Lam
Mary Lara
Hong Le
Andy Le
Olga Leon
Stephanie Leroux
Wan Li
Theresa Luong
Jason Luu
J. Olabisi Matthews
Donald Medearis
Emily Miller
Taline Minassian
Rose Molloy
Juliana Morgan-Trostle
Jesus Muñoz
Ryan Murphy
Kemi Nelson
My Linh Nguyen
Darren Orr
Anita Pandhoh
Joanna Parnes
Rebeca Stroik
Trevina Tang

Janet Puckett
Nicole Reyes
Saraihd Rivera Vazquez
Ruben Robles
Coralee Rose
Skyler Rosellini
Kari Rudd
Paul Sanderson-Cimino
Alexandra Santa Ana
Emilio Seijo Rivera
Anne Sidwell
Rebeca Stroik
Trevina Tang

Kenneth Theisen
Chantal Tien
Maria Vasquez
Lara Verwer
Charlotte Vijftigtschild
Katharine Walsham
Sophia Wang
Michelle Weger
Michael Wolchansky
Meiyi Wu
Joshua Yoon
Naomi Young
Lily Zhang

* Staff list as of 12/31/2018

---

Bay Area Legal Aid said goodbye in 2018 to two cherished friends. Steve Ronfeldt was a longtime colleague and recently Of Counsel to BayLegal, helping us to build our current litigation program. His passing in early December followed a distinguished legal services career of more than fifty years. Steve worked on the front lines fighting for equal justice for low income people as an attorney, a policy advocate, and as the founder of the Public Interest Law Project. Last year he was honored with the Loren Miller Award by the California Lawyers’ Association for this work. His lasting impact on legal services and our clients was matched by his deep humanity, joy and optimism, his devotion to his colleagues and family, and his level-headed wisdom.

Tony White was a skilled litigator, multi-faceted advocate, and one of the first legal aid attorneys to see the power of technology and seek ways to harness it to better serve our clients. Following an extensive career with California Rural Legal Assistance (CRLA) Tony served as BayLegal’s Director of Law and Technology for over 16 years. Joining just after BayLegal’s formation (merger), he helped transform previously disconnected systems into one powerful platform for serving the legal needs of the poor and over the years helped build BayLegal into the successful regional law firm we are today, including our nationally recognized Legal Advice Line and Health Consumer Center hotlines. All of us fortunate to have known Tony as a friend and colleague will remember him for his tireless dedication to our clients and their communities, but even more so for his kindness, thoughtfulness, mentorship, and inspiration.

We look back at 2018 with sorrow for the loss of Steve and Tony, but also with the resolve they give us for the work still ahead. We join Steve in saying, “Onward!” And we remember Tony’s crucial advice: “Keep breathing.”

---

**BayLegal Staff**

Anne Goulart
Krista Granen
Lisa Greif
Stacey Guillory
James Hardwick
Jenna Harris
Brittany Harwood
Rachel Haverkorn
Jeanette Robinson
Christian Henrikson
Tiffany Hickey
Rachel Hoeger
Seung Eun Hong
Rose Horton
Refugio Huizar
Tiffany Huyen-Choo
Maya Iyyani
Sarah Jacobvitz
Mary Jaeckel
Deep Jodhka
Raegan Joern
Lauren Johnson
Claire Johnson Raba
Cristal Jones
Emily Juneau
Colleen Kauth
Michael Keys
Abigail Khodayari
Kye Kim
Catherine Kimel
Fawn Korr
Stephanie Krol Vieira
Kenneth Lam
Mary Lara
Hong Le
Andy Le
Olga Leon
Stephanie Leroux
Wan Li
Theresa Luong
Jason Luu
J. Olabisi Matthews
Donald Medearis
Emily Miller
Taline Minassian
Rose Molloy
Juliana Morgan-Trostle
Jesus Muñoz
Ryan Murphy
Kemi Nelson
My Linh Nguyen
Darren Orr
Anita Pandhoh
Joanna Parnes
Rebeca Stroik
Trevina Tang

Janet Puckett
Nicole Reyes
Saraihd Rivera Vazquez
Ruben Robles
Coralee Rose
Skyler Rosellini
Kari Rudd
Paul Sanderson-Cimino
Alexandra Santa Ana
Emilio Seijo Rivera
Anne Sidwell
Rebeca Stroik
Trevina Tang

Kenneth Theisen
Chantal Tien
Maria Vasquez
Lara Verwer
Charlotte Vijftigtschild
Katharine Walsham
Sophia Wang
Michelle Weger
Michael Wolchansky
Meiyi Wu
Joshua Yoon
Naomi Young
Lily Zhang

* Staff list as of 12/31/2018

---
STATEMENT OF FINANCIAL POSITION
December 31, 2017

Assets
Cash and cash equivalents $ 680,548
Grants receivable 2,541,690
Pledges receivable 545,473
Other assets 64,430
Investments 2,077,409
Property and equipment 6,936,129

Total assets $ 12,883,131

Liabilities & net assets
LIABILITIES
Accounts payable $ 337,150
Accrued liabilities 975,017
Deferred revenue 730,104
Notes payable 4,762,583
Total liabilities 6,804,854

NET ASSETS
Unrestricted $ 3,326,553
Unrestricted - property and equipment 2,451,328
Temporarily restricted 300,396
Total net assets 6,078,277

Total liabilities & net assets $ 12,883,131

STATEMENT OF ACTIVITIES
December 31, 2017

Revenue and support
Government contracts $ 7,883,920 $ 4,172,280 $ 12,056,200
Donated services 1,811,126 - 1,811,126
Contributions 1,178,142 - 1,178,142
Grants - 2,119,876 2,119,876
Attorney fees 271,501 - 271,501
Other revenue 572,554 186 572,740
Net assets released from restriction 6,085,100 (6,085,100) -

Total revenue and support $ 17,802,343 $ 207,242 $ 18,009,585

Expenses
Program services 15,471,721 - 15,471,721
Support services 1,630,335 - 1,630,335
Fundraising 584,519 - 584,519

Total expenses $ 17,686,575 - $ 17,686,575

Change in net assets 115,768 207,242 323,010
Net assets, beginning of year 5,662,113 93,154 5,755,267
Net assets, end of year $ 5,777,881 $ 300,396 $ 6,078,277
STATEMENT OF FINANCIAL POSITION
December 31, 2018

Assets
Cash and cash equivalents $ 1,567,070
Grants receivable 3,010,777
Pledges receivable 305,773
Other assets 78,859
Investments 1,918,665
Property and equipment 6,604,283

Total assets $ 13,485,427

Liabilities & net assets
LIABILITIES
Accounts payable $ 315,488
Accrued liabilities 1,140,263
Deferred revenue 489,699
Notes payable 4,441,251

Total liabilities 6,386,701

NET ASSETS
Unrestricted $ 4,749,443
Unrestricted - property and equipment 2,114,916
Temporarily restricted 234,367

Total net assets 7,098,726

Total liabilities & net assets $ 13,485,427

STATEMENT OF ACTIVITIES
December 31, 2018

Revenue and support
Unrestricted Temporarily restricted Total
Government contracts $ 5,478,662 $ 8,974,776 $ 14,453,438
Donated services 7,299,550 - 7,299,550
Contributions 1,297,336 - 1,297,336
Grants - 1,874,591 1,874,591
Attorney fees 138,275 - 138,275
Other revenue 252,265 98 252,363
Net assets released from restriction 10,915,394 (10,915,394) -

Total revenue and support $ 25,381,580 $ (66,029) $ 25,315,551

Expenses
Program services 22,077,579 - 22,077,579
Support services 1,562,687 - 1,562,687
Fundraising 654,836 - 654,836

Total expenses $ 24,295,102 - $ 24,295,102

Change in net assets 1,068,478 (66,029) 1,002,449
Net assets, beginning of year 5,777,881 300,396 6,078,277

Net assets, end of year $ 6,864,359 $ 234,367 $ 7,098,726
Central Support Office
1735 Telegraph Avenue
Oakland, California 94612
Telephone.................................................. 510.663.4755
Fax................................................................. 510.663.4711

Legal Advice Line
800.551.5554

Alameda County
1735 Telegraph Avenue
Oakland, California 94612
Telephone.................................................. 510.663.4744
Fax................................................................. 510.663.4740

Contra Costa County
1025 MacDonald Avenue
Richmond, California 94801
Telephone.................................................. 510.233.9954
Fax................................................................. 510.236.6846

Marin County
Marin County clients are served at one of our nearby offices in Napa, Richmond, or San Francisco.
Telephone.................................................. 415.354.6360
Fax................................................................. 510.236.6846

Napa County
575 Lincoln Avenue, Suite 210
Napa, California 94558
Telephone.................................................. 707.259.0579
Fax................................................................. 707.259.1449

San Francisco County
1800 Market Street, 3rd Floor
San Francisco, California 94102
Telephone.................................................. 415.982.1300
Fax................................................................. 415.982.4243

San Mateo County
1048 El Camino Real, Suite A
Redwood City, California 94063
Telephone.................................................. 650.358.0745
Fax................................................................. 650.358.0751

Santa Clara County
4 North Second Street, Suite 600
San Jose, California 95113
Telephone.................................................. 408.283.3700
Fax................................................................. 408.283.3750