



2024 • ANNUAL REPORT

IMPACT FUND

Strategic Litigation for Social Justice

FEATURED INSIDE:

- Record Year for Grantmaking
- Victory for Section 8 Tenants
- More Advocates Trained Than Ever
- Class Action Notice Software Launched

IMPACT FUND

Strategic Litigation for Social Justice

Our mission is to provide grants, advocacy, and education to support impact litigation on behalf of communities seeking economic, environmental, racial, and social justice.

Our vision is a more equitable world where everyone can achieve justice.



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WELCOME!

PLEASE TAKE A FEW minutes to explore our Annual Report. Your support and generosity make our work possible. Thank you for partnering with us to envision a brighter, bolder, and better tomorrow.

The following pages detail exciting milestones reached by the Impact Fund in 2024:

- We had our largest grantmaking year ever, granting \$690,150 to support 27 economic, environmental, racial, and social justice cases affecting over a million people.
- We negotiated a settlement in U.S. ex rel *Terry v. Wasatch Advantage Group* on the eve of trial, including \$5 million and significant injunctive relief for a class of Section 8 tenants in California.
- Our training program broke records, reaching over a thousand public-interest lawyers through our Class Action Conference, Summer Online Training Series, Class Action Training Institute, and individual organization trainings.
- The Notice Project launched NoticeAssist, a groundbreaking AI-driven software tool to help class action lawyers write clearer class action notices.

In a year rife with turmoil at home and abroad, I hope you are inspired as I am by the work of our dedicated staff, innovative grantees, and dynamic Impact Fund community.



Lindsay Nako
Executive Director



NEW GRANTS MADE

A Better Childhood
Aaron Halegua, PLLC
ACLU of Montana
Al Otro Lado
Arizona Center for Law in the Public Interest
Cadwell Sanford Deibert & Garry
Center for Food Safety
Chantler & Company
Disability Law United
Disability Rights North Carolina
Disability Rights Texas
EarthRights International
Elder Law and Disability Rights Center
Equal Justice Under Law
Equity Legal Services, Inc.
Florida Legal Services
Hughes Socol Piers Resnick & Dym, Ltd.
Mitchell Shapiro Greenamyre & Funt LLP
Ng Ariss Fong, Lawyers
Northern Justice Project, LLC
Our Children's Trust
Public Law Center
Southern Legal Counsel
Texas RioGrande Legal Aid
Upper Seven Law
Vladeck, Raskin & Clark P.C.
WaterLegacy

GRANTS FOR IMPACT LITIGATION

EVERY DAY, people join together to take on systemic injustice through impact litigation—whether it's a local fight to improve accessibility of transit for people with disabilities in NYC, or a global effort to address a problem as extensive as climate change. It is our privilege to support their inspiring work. In our largest grantmaking year to date, we granted \$690,150 to support impact lawsuits that provide an effective tool for communities fighting for their human rights, livelihood, and future. Throughout the next few pages, you will find stories and statistics about these cases, as well as the people and passion that power them. We are humbled to work alongside our many collaborators, including our nonprofit and private firm grantees, our supporters at the Justice Catalyst Access Fund and the Cameron Schrier Foundation, the public interest litigators on our Grant Advisory Committee, and the communities we serve.

FY24 GRANTMAKING



Social Justice:
\$407,650

Environmental Justice:
\$135,000

Economic Justice:
\$147,500

\$690,150
Awarded to cases

15
Social Justice
Grants

6
Environmental
Justice Grants

27
Grants made

6
Economic
Justice Grants

OUR REPLENISHING FUND

Replenished by
grant repayments and
our generous supporters

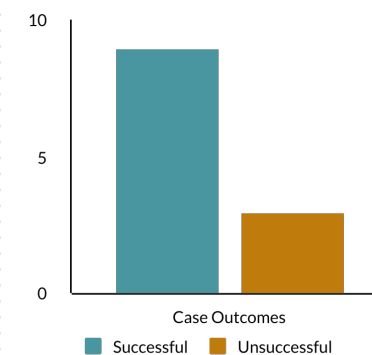
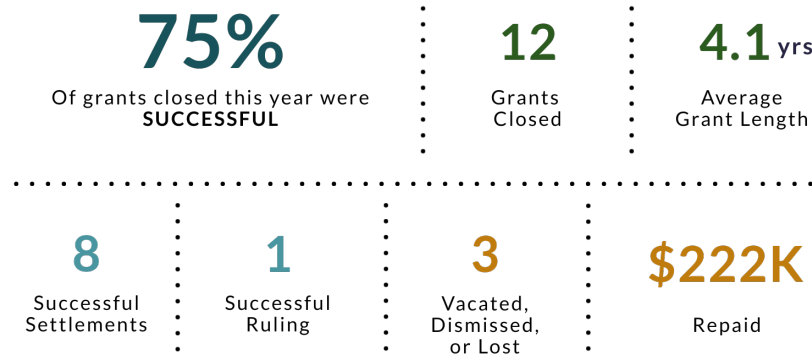
\$2.7M
CURRENTLY
SUPPORTING

143
IMPACT CASES

ADVANCING
THROUGH THE COURTS
TO PROTECT
COMMUNITIES

YEAR IN REVIEW

FY24 GRANT OUTCOMES



IMPACT FUND GRANT DATA PROJECT

THIS YEAR, we are conducting an in-depth research project analyzing the cases supported by our grants.

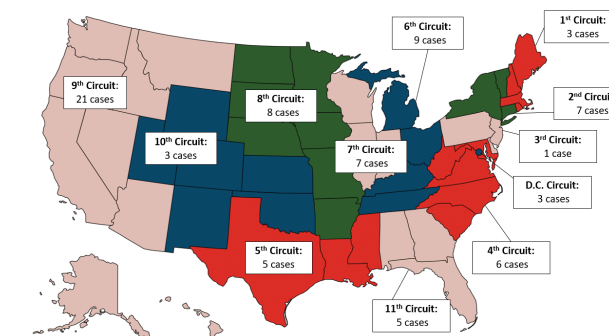
We are analyzing data from all grants awarded in fiscal years 2017 to 2023 — 165 grants in total. Some of the questions we are exploring include:

- What communities have our grants been able to reach?
- Who are grantees litigating against?
- What challenges do grantees face in financing their litigation?
- How can funding impact litigation, and class actions in particular, help communities hold powerful entities accountable?

Our findings will help us better serve our grantees and could also be a useful resource for other litigation

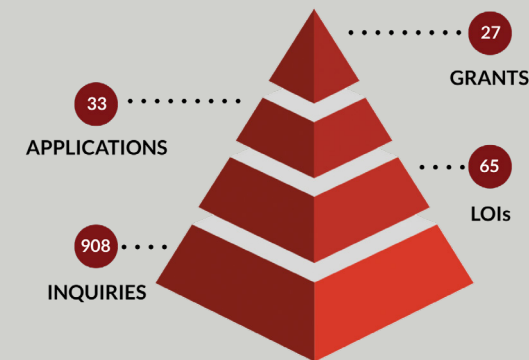
fundors, public interest litigators, academics, and communities looking to create social change. We plan to publish a report, including an interactive map of case locations, that summarizes our findings. We look forward to sharing our research with you.

What federal circuits do grantees bring their cases in?



One research question examines where our grantees are filing federal cases.

OUR PROCESS IN ACTION



GRANTS: In the 2024 fiscal year, the Impact Fund awarded **27** recoverable grants for impact litigation expenses.

APPLICATIONS: We evaluated **33** applications. Our Grant Advisory Committee conducted an in-depth review of each case.

LETTERS OF INQUIRY: We received and reviewed **65** letters of inquiry. Each LOI went through our due diligence process and was evaluated by our Executive Director.

INQUIRIES: We received approximately **908** inquiries: 541 completed our eligibility questionnaire, 107 registered with our online portal, and approximately 260 contacted us via phone or email.



In Washington, the court ruled it unconstitutional to exclude live-in caregivers from wage-and-hour protections.

ACHIEVING HISTORIC VICTORIES

THIS YEAR, Impact Fund grantees were able to achieve meaningful change for a wide range of communities facing injustice. Here are just a few examples. After over 17 years of litigation, **EarthRights International** won a jury verdict holding Chiquita Brands accountable for financing paramilitary death squads in Colombia. This is the first time an American jury has found a major U.S. corporation liable for serious human rights abuses in another country. **Our Children’s Trust** successfully settled a climate justice case brought by youth advocates against the state of Hawai’i, requiring the state’s transportation system to emit zero greenhouse gas emissions by 2045. And in Washington, **Fair Work Center** won a landmark court ruling declaring that it is unconstitutional to exclude live-in caregivers from basic wage-and-hour protections under state law.

GRANTEE STORIES

CONFRONTING SYSTEMIC RACISM

MANY OF OUR grants seek to advance racial justice — either directly, through challenges to racist policies and actions, or indirectly, as many injustices we confront disproportionately harm people of color. **Hughes, Socol, Piers, Resnick & Dym, Ltd.** is challenging Chicago’s use of a racially discriminatory gunshot detection system that inaccurately targets Black and Latine neighborhoods. Also in Illinois, **Equity Legal Services, Inc.,** is seeking justice for decades of widespread flooding and raw sewage overflows in a predominantly Black neighborhood. In New York City, **Beldock Levine & Hoffman LLP** achieved a record \$13 million settlement holding the New York City Police Department accountable for police violence against Black Lives Matter protesters in 2020.



The New York City Police Department was held accountable for violence against Black Lives Matter protesters.

SEEKING JUSTICE FOR FARMWORKERS

A NUMBER OF our grantees this year are bringing cases in pursuit of environmental justice for farmworkers. The **Center for Food Safety** is challenging the U.S. Environmental Protection Agency’s failure to test and regulate dangerous endocrine-disrupting chemicals in pesticides, which can lead to cancer and other serious health risks for farmworkers and the public. Earlier this year, **Leadership Counsel for Justice & Accountability** successfully settled a case brought by mobile home residents — primarily agricultural workers in the Eastern Coachella Valley — who faced unsafe living conditions such as arsenic-contaminated drinking water and overflowing sewage. We also supported **Snake River Waterkeeper’s** lawsuit challenging a concentrated animal feeding operation (CAFO) in Idaho, that polluted drinking water with animal waste and harmed the health of farmworkers.



Agricultural workers in the Eastern Coachella Valley were able to achieve safer living conditions.



Transgender Law Center achieved a groundbreaking settlement for transgender women incarcerated in Colorado.

PROTECTING THE RIGHTS OF INCARCERATED PEOPLE

OUR GRANTEEES are making strides in the fight to protect the rights of people in jails and prisons. **Transgender Law Center** achieved a groundbreaking settlement ensuring justice for violence and discrimination against transgender women incarcerated in Colorado prisons. We also supported a case brought by **Florida Legal Services** on behalf of survivors of sexual violence at the Lowell Correctional Institution, the largest women’s prison in the nation. And in Ravalli County, Montana, **Equal Justice Under Law** is challenging the prolonged incarceration of people who are unable to pay pre-trial fees, even when they have not been convicted of a crime — resulting in a modern-day debtors’ prison.



Indigenous people should have the right to regulate and oppose pipeline construction on their land.

DEFENDING INDIGENOUS SOVEREIGNTY

TWO OF OUR grantees this year are bringing lawsuits related to the construction of the Coastal GasLink pipeline on the unceded land of the Wet'suwet'en First Nation in Canada. The Unist'ot'en House of the Wet'suwet'en Nation, represented by **Ng Ariss Fong**, is seeking to establish that Unist'ot'en has the right to regulate third-party activity, including pipeline construction, on its territories. A positive ruling in this case could benefit all First Nations across Canada, as well as Indigenous peoples in other parts of the world. Meanwhile, **Chantler & Company** is representing the Gidimt'en and Likhsilyu Clans of the Wet'suwet'en Nation in a lawsuit against the Canadian police and the pipeline company for violently harassing and intimidating Indigenous land defenders resisting the pipeline.

GRANTEE STORIES (cont.)

SAFEGUARDING CHILDREN'S RIGHTS

SEVERAL OF OUR grantees are working to protect the rights of children in schools and in foster care. For instance, the **ACLU of Montana** is seeking to overturn a Montana state law that restricts the discussion of reproductive health and LGBTQ+ identities in public schools. In a time of increased hostility towards LGBTQ+ youth, the case aims to ensure that all students can go to school without feeling that their identity is a taboo subject. In Alaska, **Northern Justice Project** is bringing a class action against the state's second-largest school district for physically restraining and isolating students with disabilities as a form of discipline. We were also excited to hear that in Maine, **Children's Rights** achieved a settlement protecting foster children from being dangerously overprescribed psychotropic medication.



In Maine, foster kids were protected from overprescription of psychotropics.

SUPPORTING IMMIGRANTS AND ASYLUM-SEEKERS

WE ARE GRATEFUL for the efforts of our grantees who are confronting unjust policies and practices harming immigrants at the U.S.–Mexico border. We supported a class action brought by **Al Otro Lado** against the Department of Homeland Security for mandating the use of the CBP One app during the asylum process. The app is inaccessible to many asylum-seekers, such as people without mobile phones, people with disabilities, and people who do not speak one of the three languages the app supports. In Texas, **Texas RioGrande Legal Aid** is challenging the state's efforts to shut down Annunciation House, an El Paso nonprofit that provides food, clothing, and temporary shelter to immigrants and asylum-seekers who have just crossed the border.



Our grantees are confronting unjust policies and practices at the U.S.–Mexico border.



San Antonio failed people with disabilities during the 2021 winter storm.

ADVANCING DISABILITY RIGHTS

THIS YEAR, we were excited to make grants to several cases seeking to protect disability rights across the country. For example, **Disability Rights Texas** is bringing a lawsuit against the city of San Antonio for failing to adequately plan for and respond to the needs of people with disabilities during the historic 2021 winter storm. We also provided a grant to **Vladeck, Raskin, & Clark, P.C.** for a class action challenging the inaccessibility of New York City's transit options for people with disabilities. And at the intersection of prisoners' rights and disability rights, **Disability Rights North Carolina** is seeking to ensure that people with severe mental health disabilities who have been arrested can receive adequate treatment — instead of being forced to remain in jail for months without medical treatment when they have not been convicted of a crime.

CURRENT LITIGATION

U.S. ex rel. Terry v. Wasatch Advantage Group (Eastern District of California)

IN JULY, Impact Fund and co-counsel secured injunctive relief and \$16.5 million on behalf of California Section 8 tenants and the federal government. Plaintiffs argued Wasatch’s policies requiring tenants to pay for “additional” services — such as parking, media packages, and storage — beyond the rent amount allowed under Section 8 violated federal and California laws. The Court ruled on summary judgment that Wasatch illegally converted these side fees into rent. The parties were set to begin a two-week jury trial on July 30, 2024, on the question of whether Wasatch also violated the federal False Claims Act, followed by a bench trial on injunctive relief.

On the eve of trial, the parties reached a settlement requiring Wasatch to make all additional services optional, inform existing tenants of their right to cancel, and stop threatening to evict Section 8 tenants for unpaid additional services fees. More than 2,000 class members who paid the unlawful fees will also receive full reimbursement plus interest. Notice of the settlement will be sent to class members using templates developed by Impact Fund’s Notice Project.

Impact Fund and co-counsel **Centro Legal de la Raza**, **Goldstein Borgen Dardarian & Ho**, and **Law Offices of Andrew Wolff** are grateful to stand with Plaintiffs Denika Terry, Roy Huskey III, and Tamera Livingston in achieving this victory for California’s lowest-income tenants.



2552 Class Members

Farrell v. Department of Defense (Northern District of California)

IN JUNE, the Court rejected the Department of Defense’s bid to dismiss a class action lawsuit filed by Impact Fund and co-counsel on behalf of more than 35,000 LGBTQ+ veterans discharged under “Don’t Ask, Don’t Tell” and predecessor policies. The legacy of these discriminatory policies continues to harm veterans because the paperwork they must show to qualify for veterans’ benefits references sexual orientation as the reason for discharge, and many LGBTQ+ veterans also received less than “honorable” discharges.

The Court ruled that the lawsuit raises “a plausible inference that Defendants’ conduct was intended... to perpetuate discrimination against plaintiffs based on their sexual orientation or perceived sexual orientation even after they were wrongfully discharged from the armed services on that basis. ... [T]hese allegations are sufficient to allege conduct that shocks the conscience.”

Impact Fund’s co-counsel on the case are **Legal Aid at Work**, **King & Spalding LLP**, and **Haynes & Boone LLP**. In addition to the lawsuit, we are helping veterans file individual petitions to obtain discharge status upgrades.

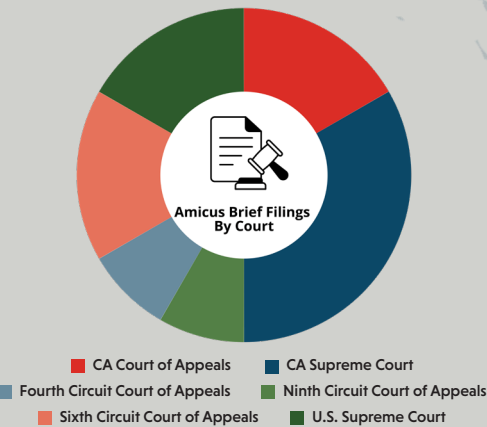


Over 35,000 LGBTQ+ veterans were discharged under “Don’t Ask, Don’t Tell” and predecessor policies.

35,000 LGBTQ+ Service Members Unfairly Discharged



- Less than “Honorable” Discharge Due to Perceived or Actual Sexual Orientation
- Honorable Discharge



AMICUS BRIEFS

San Diego Tenant Union et al. v. San Diego Housing Commission et al. (California Court of Appeal)

IN JUNE, Impact Fund authored an amicus brief on behalf of thirty-seven public interest law organizations urging the California Court of Appeal to re-affirm the availability of catalyst fees under state civil rights laws. Catalyst fees allow plaintiffs to receive attorneys' fees if the defendants change the challenged practices because of the litigation, even if the changes happen before a final judgment and moot the litigation. In *San Diego Tenant Union*, the plaintiff tenants claimed that the San Diego Housing Commission perpetuated racial segregation by illegally setting Section 8 rent differently for housing in white low-poverty neighborhoods than in Black and brown high-poverty neighborhoods. After plaintiffs filed the lawsuit, the Housing Commission changed its process for setting rent, and the trial court awarded attorneys' fees to plaintiffs. Our brief asked the Court of Appeal to affirm that decision and reject an approach that would narrow the situations in which civil rights plaintiffs can receive catalyst fees. We explained that California law authorizes catalyst fees to encourage private citizens to enforce important public rights. The appeal is pending.

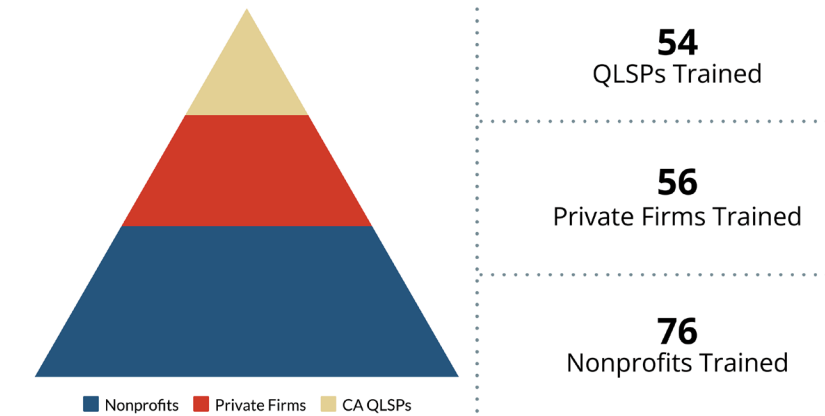
Pickett v. City of Cleveland (Sixth Circuit Court of Appeals)

IN OCTOBER, Impact Fund and amici filed a brief in the Sixth Circuit in support of a federal district court's certification of a class of Black Cleveland residents who allege that the Cleveland Water Commission subjected them to illegal and racially discriminatory water billing practices. The Sixth Circuit agreed to review the district court's class certification order based on Cleveland's argument that the plaintiffs did not sufficiently demonstrate that Cleveland's practices caused real harm to enough members of the class. Our brief argued that applying the legal standard proposed by Cleveland would improperly increase the burden on plaintiffs at class certification and therefore dangerously limit class actions as a tool for addressing widespread harm. The appeal is pending.

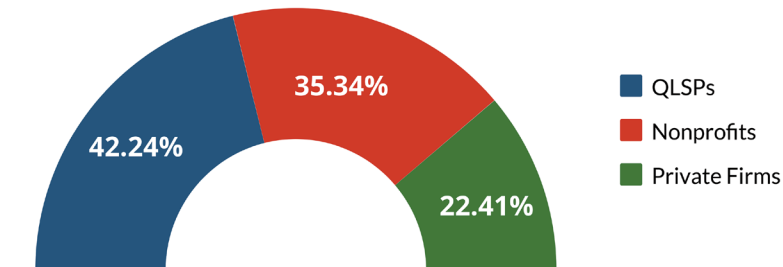
TRAINING

IT WAS A banner year with a record number of advocates flocking to our trainings from Qualified Legal Service Providers (legal aid nonprofits funded in part by the State Bar of California), private firms, and nonprofits around the nation.

ORGANIZATION TYPES AT ALL 2024 TRAININGS



ORGANIZATION TYPES AT OUR SUMMER WEBINAR SERIES



2024 TRAINING AT A GLANCE

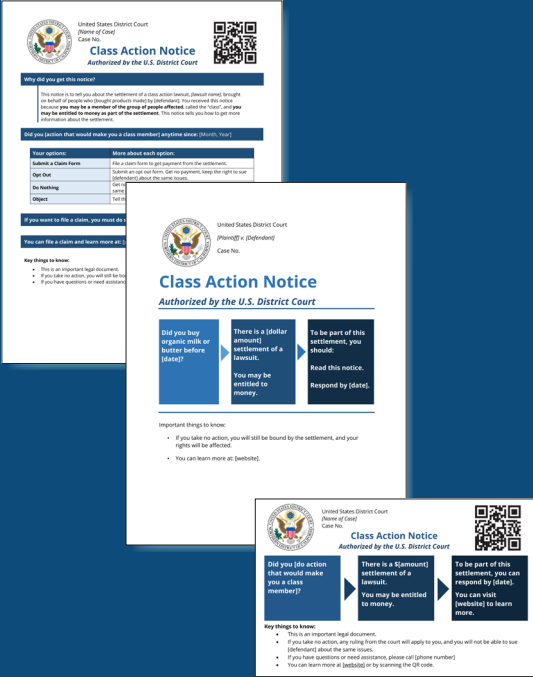

1,797
Total Attendees


27
Total Trainings


186
Total Organizations Trained


4,653
Total Minutes Spent Training

IN 2024, we launched 15 different class action notice templates. In addition to traditional long-form class action notice templates in different types of lawsuits, we also created one-page templates, postcard templates, and even an envelope template.



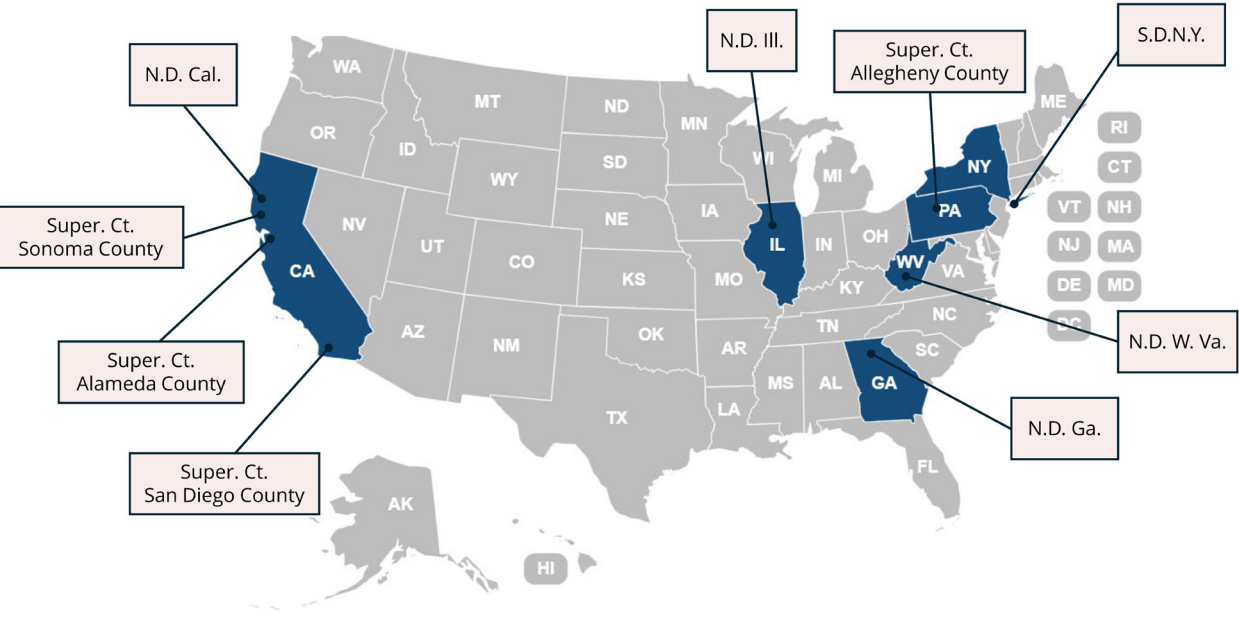
Our notice templates have received praise from lawyers, judges, and focus groups. In *HP v. Forsyth*, the judge went so far as to say, “The notice is terrific. ... It’s very impressive. I really appreciate your work on that.”

IMPACT FUND NOTICE PROJECT

2024 WAS A banner year for the Notice Project. We launched the Notice Project website, over a dozen class action notice templates, and the NoticeAssist software tool — all for free.

Notice Project templates have already been used to create class action notices in 10+ cases across America, helping millions of class members better understand their legal rights.

Districts Where Notices Based on Our Templates Have Been Approved

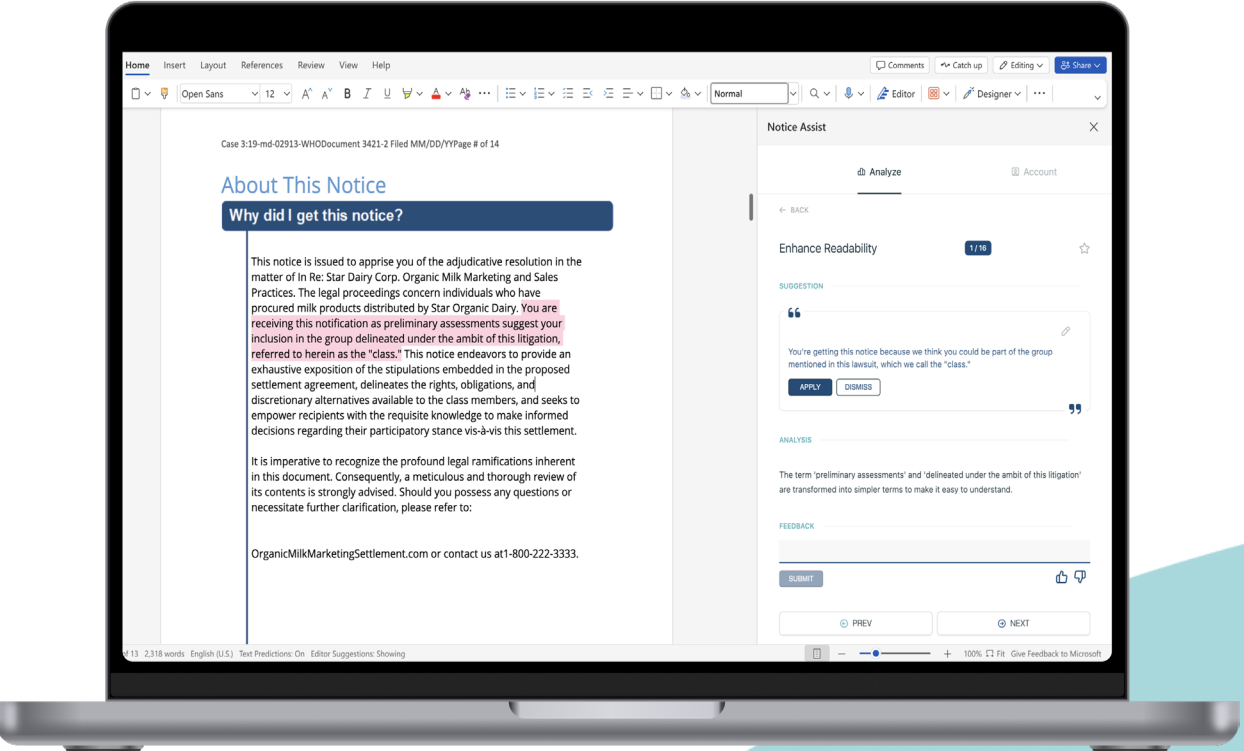


NA NoticeAssist

NoticeAssist, the Impact Fund’s first software tool, launched in September 2024.

NoticeAssist integrates into Microsoft Word and uses AI technology to help litigators make class action notices that are clearer and easier to understand.

NoticeAssist isn’t just helpful - it’s also secure, easy-to-use, and free.



NOTICEPROJECT.ORG BY THE NUMBERS

In February 2024, we launched NoticeProject.org to distribute our software and templates to lawyers.

1.6K total visitors

628 file downlods

295 sign-ups

The Notice Project is the Impact Fund’s initiative to improve class action notices. By providing litigators with tools and resources to create class action notices that use plain language and striking visuals, we make it easier for class members to understand their legal rights.

THIS YEAR, we received a record number of applications. We selected forty dedicated attorneys to attend the Institute. Each session included attorneys with varied legal specializations, years of practice, and geographic locations who contributed their diverse experiences to both Institute sessions. All our participants shared a fierce commitment to justice and systemic change that contributed to a successful training event.



THE 18TH ANNUAL CLASS ACTION TRAINING INSTITUTE

September 11-13 and 25-27, 2024

THE IMPACT FUND had another great year training future class action litigators at our 18th Annual Class Action Training Institutes in Berkeley and Los Angeles. The Training Institute is dedicated to teaching lawyers the technical, strategic, and practical skills they will need to be successful class action litigators. Over the course of our three-day training, students from across the country participate in a variety of hands-on discussions and in-depth exercises designed to teach the fundamentals of class action litigation and emphasize effective strategies for bringing class actions. Students hone their skills at investigating and developing a class action, selecting named plaintiffs and co-counsel, identifying common questions, formulating a discovery plan, working with experts, preparing for class certification, notifying a class, and negotiating a class-wide settlement.

Our faculty included **Lindsay Nako**, **Lori Rifkin**, **Fawn Rajbhandari-Korr**, and **Jocelyn D. Larkin**, of the Impact Fund; **Laboni Hoq**, founder of civil rights firm Hoq Law; **Robert Schug**, partner at Nichols Kaster LLP; **Andre Mura**, partner at Gibbs Law Group; **Todd Jackson**, mediator and partner at Feinberg, Jackson, Worthman & Wasow; and **Hon. Carla M. Woehle** (ret.), mediator and retired federal magistrate judge.



Congratulations to the Class Action Training Institute (Berkeley) Class of 2024.

THE 22ND ANNUAL CLASS ACTION CONFERENCE

February 22-23, 2024

IN FEBRUARY 2024, the 22nd Annual Class Action Conference brought together 341 plaintiff-side class action attorneys and advocates to learn together, form new networks, and share strategies for holding corporate and government power accountable. Over the course of the two-day event, attendees learned about cutting-edge class action issues. Many thanks to our incredible speakers:

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tristia Bauman , Law Foundation of Silicon Valley Lydia Milnes , Mountain State Justice • Kerstin Sjoberg , Disability Rights Ohio • Prof. Jane Kirtley , University of Minnesota • Elizabeth Kristen , Legal Aid at Work David Seligman , Towards Justice • Jamitra Fulleord , ArchCity Defenders • Patricia Kipnis , Bailey & Glasser, LLP Noah Zinner , Project on Predatory Student Lending | Prof. Myriam Gilles , Benjamin N. Cardozo School of Law Nina Gliozzo , Girard Sharp • Patrick Thronson , Janet, Janet & Suggs, LLC • Nadia Dahab , Sugerman Dahab Matthew Owens , Miner, Barnhill & Galland, P.C. Melissa Riess , Disability Rights Advocates • Lori Andrus , Andrus Anderson LLP • Eve Cervantez , Altshuler Berzon LLP Michelle Lamy , Lieff Cabraser Heimann & Bernstein, LLP. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We thank all of this year’s conference sponsors, panelists, and attendees for their dedication and commitment to social justice.



Patrick Thronson and Prof. Myriam Gilles.

OUR 2024 SPONSORS

STAR
Gibbs Law Group LLP
Lieff Cabraser Heimann & Bernstein, LLP
Miller Shah LLP

CHAMPION
Bryan Schwartz Law
Cohen Milstein Sellers & Toll PLLC
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EXHIBITOR SILVER
CPT Group, Inc. | Epiq Global
KCC | Rust Consulting | Top Class Actions

FRIEND
Altshuler Berzon LLP | Andrus Anderson LLP
Bailey & Glasser, LLP
Feinberg, Jackson, Worthman & Wasow LLP
Hughes Socol Piers Resnick & Dym, LTD
Katz Banks Kumin LLP | McLane Bednarski + Litt, LLP
Mehri & Skalet, PLLC | Miner Barnhill & Galland, P.C.
Nichols Kaster, PLLP | Outten & Golden LLP
Reese LLP | Relman Colfax PLLC
Rosen Bien Galvan & Grunfeld LLP
Marsili Mediation | Southern Poverty Law Center
Stowell & Friedman, Ltd. | Sugerman Dahab

- AT THE** federal level we endorsed the following legislative efforts:
- The Equality Act
 - Every Child Deserves a Family Act
 - Fairness for Farmworkers Act
 - Forced Arbitration Injustice Repeal Act (FAIR Act)
 - John R. Lewis Voting Rights Advancement Act
 - Stop Corporate Capture Act
 - Unemployment Insurance Modernization and Recession Readiness Act

- WE ALSO** signed on to letters supporting/urging:
- Full inclusion and protection for LGBTQI youth in school and sports, and access to gender-affirming care
 - Protection of environmental groups’ rights to oppose permits and pesticides
 - Continuation of the Low Income Household Water Assistance Program
 - Protection of reproductive rights
 - Expanding the Child Tax Credit
 - Improved health outcomes for systemically marginalized groups
 - Adequate funding for government offices dedicated to civil rights
 - Net neutrality
 - Preservation of diversity, equity, and inclusion efforts
 - Strengthening Supplemental Nutrition Assistance Program (SNAP)

MOVEMENT BUILDING & ISSUE ADVOCACY

OUR TEAM MEMBERS present seminars and trainings nationally and frequently speak on impact litigation, civil rights, and class actions.

We serve as a clearinghouse for our community, providing hundreds of hours of free consulting. We also host an online community – the Impact Fund Class Action Forum: a unique resource for 1,069 plaintiff-side class action practitioners.

We helped to author and signed on to many initiatives to preserve and advance civil and other rights. Whenever and wherever civil rights and justice are under attack, Impact Fund is there to protect them.

In California, we joined our colleagues in a day of lobbying elected officials in Sacramento to preserve and expand funding for civil legal aid. We also endorsed the report of the California Task Force to Study and Develop Reparation Proposals for African Americans.

- We participate in:
- The Funders Committee for Civic Participation, Funders Census Initiative (to advocate for a fair, properly funded, and accurate census)
 - The Clean Budget Coalition, opposing poison pill amendments and harmful legacy riders



The Impact Fund is a grateful member of the Leadership Conference on Civil and Human Rights, the Judicial Pathways Project, and a Steering Committee member of California Voices for Civil Justice.

JOBS SERVICE

OUR FREE JOBS SERVICE offers a curated list of employment opportunities available to public interest practitioners. Each week, we compile open positions from a variety of sources, including nonprofit organizations, government agencies, private firms, and more. We then organize it all alphabetically by region and/or remote.

The Jobs Service is catered to individuals at all stages of their careers - from internships and associate positions to executive roles. We hope to make these opportunities easily accessible and available for professionals looking to make a difference in the world and in their careers.

A weekly bulletin regularly listing 100+ jobs is sent to over 1,250 public interest attorneys and is consistently opened by over 70% of recipients, making it a highly effective channel for recruitment.

To list your next job opening with us, complete the form at <https://www.impactfund.org/jobs>.



“I wanted to let you know that our new hire learned about the position from the Impact Fund jobs email. So, THANK YOU for providing this tremendous service!”
–Adam Hansen, Apollo Law LLC

IMPACT FUND
Class Action Hall of Fame

Renee Amochaev
LaRayvian Barnes
Elaine & Walter Barry
Guillermo Benitez
Leighla Smith Murphy Brown
Vicki Butler
Kerrie Campbell
Lynne Coates
Amy Cohen
Kelly Contreras
Jessy Cruz
Maria del Pilar Gonzalez Cruz
Patrice Daniels
Mike Dragovich
Erin Elder
Kelly Ellis
D'Angelo Foster
Ryan Gibson
Geronimo Guerrero
Robin Hall
Catarino Zapote Hernandez
Maria House
Megan Hull
Laryssa Jock
Dustin Jones
Elyse K
Lisa Stern Kaplowitz
Heidi Lamar
Artie Lashbrook
Veronica Ollier Lewandowski
Denise Maddox
Sylvester McClain
Lisa McConnell
Christy Meierdiercks
Carolina Romulo Mendoza
Doering Meyer



This year's inductees made great sacrifices in standing up to oppression.

**IMPACT FUND CLASS ACTION
HALL OF FAME**

THE IMPACT FUND created the Class Action Hall of Fame in 2016 to honor the courage and sacrifice of lead plaintiffs whose commitment and determination has led to significant advances in economic, environmental, racial and social justice. On February 23, 2024, at our Class Action Conference, we inducted twenty-seven heroes to the Hall of Fame.

THE CLASS OF 2024 ARE:
Laryssa Jock, Christy Meierdiercks, Maria House, Denise Maddox, Lisa McConnell, Gloria Pagan, Judy Reed, Linda Rhodes, Nina Shahmirzadi, Leighla Smith Murphy Brown, Dawn Souto-Coons, Marie Wolf, and Kelly Contreras, named plaintiffs in the case *Jock v. Sterling Jewelers*. 16 years after alleging sex discrimination claims under Title VII and the Equal Pay Act, the class of 67,000 women finally achieved justice: \$175 million dollars and programmatic relief to bring Sterling's pay and promotion practices into compliance with the law.



Ryan Gibson and friends.

Doering Meyer and Ryan Gibson, named plaintiffs in the case *Meyer v. Blinken* (Dept. of State). Doering and Ryan represented individuals with disabilities facing employment discrimination by the U.S. Department of State in hiring for the Foreign Service. They changed the discriminatory policy, securing \$37.5 million in relief for nearly 250 individuals.

Elyse K, named plaintiff in the case *Kerri K. v. State of California*. Elyse courageously took a stand for school children, many with disabilities, subjected to the unlawful use of restraints and seclusion. Landmark settlements were reached with the California Department of Education and the CCCOE, mandating better staff training, independent reviews, notice to parents, and individualized student supports.

Isabel Zelaya, Geronimo Guerrero, Catarino Zapote Hernandez, Martha Pulido, Carolina Romulo Mendoza, and Maria del Pilar Gonzalez Cruz, named plaintiffs in the case *Zelaya v. Hammer*. These brave individuals came forward during a time of intense fear caused by violent workplace raids, like the one they experienced. Their persistence led to unprecedented relief for their community, and the case's resolution coincided with the Biden administration's commitment to ending workplace immigration enforcement.



The Zelaya plaintiffs.

Darryl White, Carl Pinkston, LaRayvian Barnes, Seth Sandronsky, and Roslyn Sandronsky, named plaintiffs in the case *Black Parallel School Board v. Sacramento City Unified School District*. The case targeted a school district with a history of disproportionate discipline, segregation, and abuse, particularly affecting Black students with disabilities. The case settled with an agreement that includes a third-party monitor to enforce an action plan reducing disproportionate discipline, bullying, and harassment.



LaRayvian Barnes and Darryl White.

**CLASS ACTION
HALL OF FAME**
(continued)

Shannon O'Conner
Gloria Pagan
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32ND ANNIVERSARY GALA

May 14, 2024 | Westin St. Francis, San Francisco



FROM LEFT TO RIGHT: Lindsay Nako, Kalpana Kotagal, Jocelyn Larkin, Dena Sharp, Jason Marsili

SPECIAL GUEST AND keynote speaker **Kalpana Kotagal** has dedicated her career to supporting workers and championing diversity, equity, inclusion, and accessibility. A daughter of immigrants from India, she is the first female Commissioner of Indian descent of the Equal Employment Opportunity Commission (EEOC).

Immediately before joining the Commission, she was a partner at Cohen Milstein Sellers & Toll, where she specialized in civil rights and employment law. She represented women and other marginalized people in employment and civil rights class actions, often involving cutting-edge issues related to Title VII, the Equal Pay Act, the Americans with Disabilities Act, and the Family and Medical Leave Act, as well as wage and hour issues and the non-discrimination provision of the Affordable Care Act. She also volunteered her time and expertise on the Board of Directors of A Better Balance and Public Justice Foundation and was a member of the American Constitution Society Task Force on #MeToo in the Legal Profession.

Before joining Cohen Milstein Sellers & Toll in 2006, Kotagal served as a law clerk to the Honorable Betty Binns Fletcher of the United States Court of Appeals for the Ninth Circuit.

Kalpana helped us celebrate the joyous transition of Impact Fund executive leadership from Jocelyn Larkin to Lindsay Nako.



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We look forward to seeing you next year on
Wednesday May 14, 2025.

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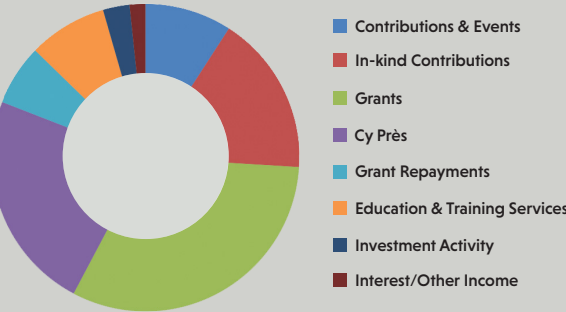
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YEAR END 6/30/23

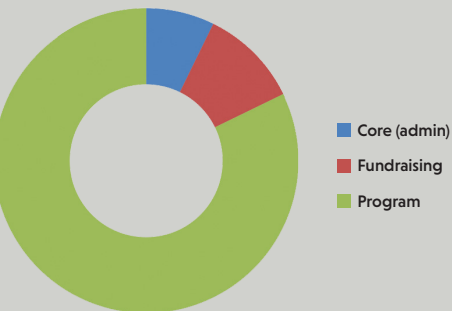
FY2022-2023 Income



INCOME

| | | |
|------------------------|--------------------|--------|
| Contributions & Events | \$304,968 | 9.12% |
| In-kind Donations | \$563,341 | 16.85% |
| Grants | \$1,062,427 | 31.77% |
| Cy Prés | \$774,658 | 23.17% |
| Grant Repayments | \$213,604 | 6.39% |
| Education & Training | \$276,058 | 8.26% |
| Investment Activity | \$93,415 | 2.79% |
| Interest/Other Income | \$55,199 | 1.65% |
| Total | \$3,343,670 | |

FY2022-2023 Expenses



EXPENSES

| | | |
|--------------|--------------------|--------|
| Core (admin) | \$247,852 | 7.25% |
| Fundraising | \$360,045 | 10.54% |
| Program | \$2,809,175 | 82.21% |
| Total | \$3,417,072 | |

Change in Net Assets **\$-73,402**

Audited financial statements for FY 2023-2024 will be available early next year. For more information or a copy, contact us then at impactfund@impactfund.org or visit the "Transparency" tab at our website: www.impactfund.org.

Please note that our financial model is multi-year. We typically receive a substantial attorneys' fees award every few years. Those funds are invested and this reserve is drawn down in years when we receive little or no attorneys' fees. Our financial year runs July 1 – June 30.

STAFF ENTRANCES



Lori Rifkin, *Litigation Director*: In January, Lori joined our team as Litigation Director. She has two decades of experience litigating impact civil rights cases as an attorney in the public and private sectors.



Jordyn Gleaton, *Program Assistant*: After completing her summer internship with us, Jordyn joined the staff full time as Program Assistant. She is a recent UC Berkeley graduate.



Camie Bontaïtes, *Grant Writer*: Camie joined the team in April as our Grant Writer on a temporary basis through November when Ashley returns after her leave.



Megan Flynn, *Law Fellow*: Megan joined the team in August as our Law Fellow. She graduated from NYU Law in 2024 where she engaged in public interest work in civil rights, gender justice, and reproductive justice.

FAREWELLS



Anna Chau, *Paralegal*: Anna served as Paralegal before departing the Impact Fund to pursue her law degree at UC Law SF. We are excited to see where her degree takes her next.

SUMMER INTERNS



Rena Lu, *Summer Grants Intern*: Rena is a senior at UC Berkeley majoring in Legal Studies. On campus, she is involved in student government.



Cameron Hub, *Summer Law Clerk*: After spending his summer with us as a Summer Law Clerk, Cameron returned to NYU School of Law for his 3L year.

TEAM IMPACT FUND

STAFF



THE STAFF TEAM AT THE 32ND ANNIVERSARY GALA IN MAY. *Left to right, top to bottom:* Lori Rifkin, Alex Lara, Sanjana Manjeshwar, Eliza Gordon, Meredith Dixon, John Henry Frankel, Erin Nunn, Amy Daniewicz, Anna Chau, Teddy Basham-Witherington, Lindsay Nako, Josh Kay, and Fawn Rajbhandari-Korr.

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Camie Bontaïtes, *Grant Writer*

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Sanjana Manjeshwar, *Grant Program Associate*

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WELCOME...



Tiffany Gourley Carter: Joining in December 2023, Tiffany is Policy Counsel at the National Council of Nonprofits, where she works to advance public policy priorities covering a broad range of issue areas.



Andre Mura: Joining in March 2024, Andre is a Partner at Gibbs Law Group where he represents plaintiffs in class actions and mass torts around consumer protection, privacy, and products liability.

...AND FAREWELL



Helen Kang, after just over ten years of service on the Grant Advisory Committee and five on the Board. Thank you for your dedicated service, Helen!

See You in 2025!

23rd Annual Class Action Conference

San Francisco
February 20-21, 2025

33rd Anniversary Gala

Westin St. Francis, Union Square, San Francisco
May 14, 2025

19th Annual Training Institute

Los Angeles: September 10-12, 2025
Berkeley: September 24-26, 2025

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