



**RURAL JUSTICE**

SUMMER 2022

# magazine

CALIFORNIA RURAL LEGAL ASSISTANCE, INC. 

*Language Rights Are Civil Rights*

*Rural LGBTQ+ Advocacy*

**ALUMNI SPOTLIGHT:**  
*Joel Diring*

**JOIN US:**

*L.A. Tardeada*

**DONOR PROFILE:**

*Moira Dawson*

*2021 Annual Report*



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# TABLE OF *contents*

- 1** *Letter from Executive Director*
- 2** *Alumni Spotlight: Joel Diring*
- 5** *2022 L.A. Tardeada*
- 6** *EDD Language Access Settlement*
- 10** *Name and Gender Marker Correction Clinics*
- 14** *Donor Profile: Moira Dawson*
- 15** *Jose Padilla Fellowship Fund*
- 16** *2021 Annual Report: Donors*
- 24** *2021 Annual Report: Financials*

Cover photo by Rafa Rodriguez of a dancer in the Danza de Los Diablos, or Dance of the Devils, a traditional dance from the town of San Miguel Cuevas, Oaxaca, Mexico. California's San Joaquin Valley is home to a large community of people with roots in San Miguel Cuevas.

## LETTER FROM *Jose*



Dear Friends,

After 44 years of working to advance CRLA's mission to fight for justice and individual rights alongside the most exploited communities of our society, I have decided to retire by year's end.

I always understood that being a CRLA attorney, and then executive director, was never a job but a life purpose. CRLA's mission has kept me focused on continuing our legacy of representing farmworkers and expanding our expertise to address injustices faced by low-wage rural workers and families, including Indigenous language speakers, Migrant Education students, and LGBTQ+ people.

For example, CRLA was the first legal aid in the country to stand with and advocate for farmworker women experiencing sexual harassment at work. Our advocacy has won millions of dollars in settlements for our clients from large agricultural companies that allowed unsafe and unjust workplaces.

In this magazine you will find stories highlighting some of the work happening now in our field offices. It has been my privilege to provide leadership and support to CRLA staff so they can take on both individual cases and the years-long work of systemic impact litigation. It's work that creates possibility and hope for vulnerable people in rural California, and even people nationwide.

Personally, because of my rural immigrant roots, it was important for me in my career choices that advocacy for immigrants and farmworkers is a priority at CRLA. This led me to support the legislating of the Immigration Reform and Control Act (IRCA) in the mid-80's that legalized more than a million immigrants. That effort is perhaps the one I am most proud of.

After such a long journey on this Justice Road, I will continue committed to the cause that has driven my service these four decades.

One form that commitment will take is the Jose Padilla Fellowship Fund. Fostering the next generation of justice lawyers is personal for me—I am writing this letter today because of a fellowship at CRLA's El Centro office nearly 50 years ago. Visit [CRLA.org/PadillaFellowships](https://CRLA.org/PadillaFellowships) to learn more.

I end knowing that you, as a member of CRLA's strong community of supporters, will continue your commitment to our shared vision of a rural California where all people are treated with dignity and respect and guaranteed their fundamental rights. Our next executive director will be fortunate to have your support, as I have been.

Adelante creando luz,

*Jose Padilla*  
Executive Director



## ALUMNI SPOTLIGHT:

*Joel Diringer*

Joel Diringer is a public health policy consultant who first worked with CRLA as a summer clerk before earning his J.D. at UC Davis. He returned to CRLA full-time in 1983, first as a staff attorney in our Santa Maria office and moving to San Luis Obispo when we opened our current office there. As he shares in this interview, he made significant contributions to rural health advocacy at CRLA and has continued to impact rural health policy statewide.

### WHY DID YOU CHOOSE TO JOIN CRLA?

My involvement with CRLA started in law school when Al Meyerhoff came and spoke to our law school class and was looking for summer clerks to work on the ag mechanization case. I was at UC Davis, which is the heart of ag mechanization. I worked two summers on the case and then came back to CRLA as an attorney in 1983 and worked on it some more.

The ag mechanization case got me into agricultural and farmworker issues in the state. It was a massive piece of litigation surrounding public policy. That was the kind of thing I did at CRLA as a young attorney. I argued a housing discrimination case in the CA Supreme Court within the first few years, then soon after sued the governor over family planning funding (and almost got CRLA defunded over it), and then I got to testify in Congress on farmworker health coverage. This was all as a young attorney.

I also found great mentors at CRLA. Al Meyerhoff, Ralph Abascal, and Tim McCarthy in the Salinas office—they were the lead attorneys on the ag mechanization case when I started working on it. And Marion Standish, who also worked on the ag mechanization case and went on to start the CRLA Foundation, The California Endowment, and Nourish California. They were all incredible mentors in so many ways.

### WHAT ARE YOUR PROUDEST ACCOMPLISHMENTS FROM YOUR TIME AT CRLA?

Suing Governor [George Deukmejian] over his veto of two-thirds of state family planning funding. He said “well, teen birth is on the rise, so it’s obviously not working” and cut all this funding. It’s like saying arson is on the rise and cutting funding for fire departments.

We put together our case, we had individual plaintiffs, organizational plaintiffs, two pro bono attorneys, and the National Health Law Program. We sued in local Superior Court in San Luis Obispo.

We won in Superior Court, it was getting appealed to the Supreme Court, and the Legislature, in its first legislative enactment of 1990, reappropriated the money and the governor let it become law without his signature. Turned out if the legislature was in session it wasn’t a 30-day veto, it was a 30-day approval.

This case was a big deal in 1989. The LA Times ran nine editorials about it. It launched my career in health and health policy. But the day after we won, the Legal Services Corporation sent a team of investigators to investigate CRLA for allegedly violating the restriction on abortion litigation. [Executive Director] Jose [Padilla] will remember that for sure.

### HOW HAS WORKING AT CRLA IMPACTED YOUR CAREER?

What CRLA did in a large sense was cement me in the community as an advocate. The work I started at CRLA with farmworkers and health coverage, that’s really lasted.

After the family planning funding case, I took a year off and got a masters in public health. I returned to my role as staff attorney in San Luis Obispo, and also led CRLA’s Health Task Force. We created the Rural Health Advocacy Institute as a joint project between CRLA, Inc. and the CRLA Foundation. There was a big report that I did in 1996, “Hurting in the Heartland,” that looked at healthcare access and healthcare disparities in the San Joaquin Valley. From there, once we got funding for the Rural Health Advocacy Institute, I got hired at what was just starting to be the California Endowment, and I couldn’t do both.

I’m working with UC Merced now on this farmworker health study and just got a grant from Robert Wood Johnson Foundation to look at how Medi-Cal expansion could potentially help farmworkers. I also did a lot of work on the impact of COVID-19 on farmworkers, pre-vaccine, and then saw Jose [Padilla] on the vaccine committee Zoom calls, advocating for allocation of vaccines to farmworkers.

Now I get asked by younger people, “How can I be like you and work on policy issues?” and I say, “You can work in a legal aid office for 15 years, helping low-income people directly, hearing what’s going on and seeing how the system affects them.”

Fifteen years seeing clients every day really led me to understand what some of the policy barriers are that impact low-income people. Without that sort of grounding, it’s difficult to know how policy will actually help people or not.



## WHAT CHALLENGES FACING RURAL CALIFORNIA DO YOU THINK CRLA COULD MOST IMPACT?

One of the biggest ones is the impact of climate change and developing climate resilience, because it's going to change the whole fabric of farmworker communities. The drought, the loss of water, the fallowing of fields, the shifting to more mechanization. It's sort of like the logging industry that fell apart in Northern California and we saw whole towns decimated. And that's besides all the other challenges [in rural communities] of being underfunded, under-resourced, ignored.

## HOW DO YOU STAY CONNECTED WITH CRLA?

After the Tubbs fire in 2017, I went up and volunteered with the Santa Rosa office for a few days. The office had been closed because it had been smoked out, so I helped staff the CRLA table at the FEMA center.

I also still have regular conversations with CRLA alumni. I'm still doing work with the CRLA Foundation. We have a couple of bills in the legislature and we just got \$1.5 Million from the [CA State] Legislature to do a farmworker health study, which UC Merced is conducting.

Working on the same issues as I did when I was at CRLA, I work with a lot of the same people. For example, one of the lead attorneys on the ag mechanization case, Juan Aranga, and I worked together in the last year or two on a farmworker health coverage project in Monterey County.

The CRLA Alumni network is informal but remains very strong. I remember during the first phase of COVID I was on the phone with Noe Paramo at CRLA Foundation and he ran into Ricardo Córdova while out walking his dogs in Modesto. Ricardo is a judge for the Stanislaus County Superior Court, we clerked together one summer in law school. [Judge Córdova also worked at CRLA for 16 years.] So Ricardo and I had a nice chat.

*Want to suggest a CRLA alum for a future Alumni Spotlight feature? Email us at [development@crla.org](mailto:development@crla.org).*



**Tardeada** 2022  
CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

**September 24**  
**Los Angeles, CA**

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[WWW.CRLA.ORG/TARDEADA](https://www.crla.org/tardeada)

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SUNDAY, SEPTEMBER 18 (PRE-GAME GATHERING) 2:00 PM, GAME (4:00 PM) / TRIPLES ALLEY, ORACLE PARK  
MORE INFO AND TICKETS: [CRLA.ORG/BALLGAME](https://www.crla.org/ballgame)





## *CRLA and Other Advocates Reach Agreement to Expand Language Access for Unemployment Insurance Program*

Low-wage workers power many of California’s major industries, from agriculture to hospitality and tourism. The COVID-19 pandemic highlighted the value of their work to our state’s economy when many were deemed “essential” workers.

California’s high cost of living is a challenge for low-wage workers, and Unemployment Insurance (UI) payments are a crucial resource to maintain stability during periods of job loss or seasonal work. UI payments enable workers and their families to stay in their homes and pay for food and other basic needs.

Many eligible workers face major barriers to accessing UI payments, even without the complicating factor of a pandemic. One barrier commonly reported by CRLA clients is language access, including lack of interpretation services at California’s Employment Development Department (EDD), which administers the UI program.

Earlier this year, CRLA and allied organizations reached a settlement with EDD that ensures the agency’s UI benefits, services, and resources are available in all languages used by California workers.

### **LANGUAGE AND TECHNOLOGY BARRIERS LEAVE WORKERS VULNERABLE**

CRLA offices statewide assist hundreds of clients every year to successfully apply for Unemployment Insurance and appeal claim denials. But we know that workers in rural communities often do not

appeal a denied UI claim or even apply in the first place because of language or technology barriers. Many may also be exploited by predatory “notarios” or other third-party brokers who typically charge high fees to submit UI claims on behalf of the worker—who then may not be able to pay the notario for further service if an initial claim is denied.

As the COVID-19 pandemic impacted workplaces and employment statewide, accessing UI payments became even more urgent for workers and their families. Yet during this time of most need, low-income workers had an especially hard time accessing their payments. At one point, only a small percentage were able to speak with a representative. The few dedicated language lines EDD did provide were often tied up by English-speaking claimants trying to get through. Claimants who spoke languages for which there was no dedicated line could not communicate with EDD, as language services were not provided to the vast majority of those callers. Many resorted to paying third parties to file their claims, and still often could not navigate the process and secure benefits.

The Governor’s September 2020 EDD Strike Team report found that “individuals who are not fluent in English face insurmountable barriers to receiving assistance.” An August 2022 report from the Legislative Analyst’s Office presented similar conclusions and stated that EDD routinely disqualifies hundreds of thousands of eligible workers every single year, and wrongly denied or delayed roughly five million UI claims during the pandemic.

### **CRLA JOINS ADVOCATES IN LANGUAGE ACCESS CLAIM**

Community members and advocates successfully advanced legislative changes in 2021 to improve language access within the UI program, including \$21 million over two years to enhance multilingual services at EDD. The legislation also requires that EDD report to the legislative budget and policy committees on the status of multilingual paid family leave and state disability insurance services by July 1, 2022. However, specifics about implementation were largely left to EDD.

The settlement with EDD originated with a complaint initially filed by Legal Aid Foundation of Los Angeles (LAFLA) with the Department of Fair Employment and Housing (DFEH), alleging systemic language access violations of federal and state anti-discrimination mandates covering national origin, ethnic identification, and linguistic characteristics.

CRLA joined the complaint along with allied legal organizations Asian Americans Advancing Justice – Asian Law Caucus (ALC), Center for Workers’ Rights (CWR), and Legal Aid at Work (LAAW), and DFEH mediated the matter. As part of the settlement, the parties’ agreement was filed in Sacramento Superior Court. Chinese for Affirmative Action joined as part of that filing.

The terms of the 2022 settlement, which strengthen the legislative measure, include:

- **Providing real-time spoken and signed language services through qualified interpreters or multilingual staff for UI claimants in any language the claimant needs.** If these language services cannot be provided despite good-faith efforts, then EDD must call the claimant back with the requested interpreter, within five business days (with limited exceptions).



- **Expanding dedicated in-language UI phone lines to include the top seven non-English languages used by Californians by the end of 2022.** Phone lines are currently available in Spanish, Mandarin, Cantonese, and Vietnamese. The settlement requires that Korean, Tagalog, and Armenian lines be added.
- **Translating all UI vital documents for claimants in the top 15 non-English languages used by Californians by the end of 2022—using qualified human translators, not machine translation.** Those languages will include those listed above plus Arabic, Farsi, Punjabi, Russian, Japanese, Hindi, Khmer (Cambodian), and Thai.
- **Improving online access through multilingual access portals and UI online in the top seven non-English languages by 2024.**

## WHAT THE SETTLEMENT MEANS FOR CRLA CLIENT COMMUNITIES

Like many low-wage workers during the COVID-19 pandemic, Kern County resident and CRLA client Gregorio Sanchez needed UI benefits to support his family even more than in past years. There was one problem: he couldn't access his claim.

For Gregorio, who speaks Mixteco, an Indigenous language, it was difficult to navigate the phone menu. And when he did finally get through, he encountered difficulties with EDD staff.

Online access proved an ineffective option, too. Gregorio told us, "I speak Mixteco and I have too many problems opening my UI with EDD...I don't know how to use smart phones or computers, so each time that I want to open my benefits claim, I go to someone to help me and that person charges me each time that I go to them for help."

Under the settlement terms, EDD will implement policy and training for all staff so that non-dominant language speakers like Gregorio will be able to call the main line and request interpretation.

For people who speak the top 15 non-English languages specified in the settlement, the expansion of dedicated language lines and policies protecting them from use by English speakers can significantly ease the UI claim process. Online resources will further enhance options for non-dominant language speakers who have access to a smartphone or computer with internet service.

## LANGUAGE ACCESS IS FRAUD PREVENTION

Improving language access can also improve other issues with the UI program, like EDD's focus on fraud prevention at the expense of workers' access to benefits.

"Language access is not just legally and morally required, language access is fraud prevention," said CRLA Indigenous Program Legal Director Marisa Lundin. "We hope one major outcome of this settlement will be that people like Mr. Sanchez who use non-dominant languages will be able to directly access EDD

without having to share sensitive financial and identity documents with for-profit private, unscrupulous intermediaries and pay out of pocket to access unemployment benefits without any assurances that valid claims will be accurately or successfully submitted."

California is one of the most linguistically diverse states in the nation. Almost half of residents speak a language other than English at home, and 7 million individuals primarily use one of more than 200 non-English languages. While Spanish is the most common, constituting approximately 64%, roughly 2.4 million residents with limited English proficiency use languages other than Spanish.

"For many limited English speakers, EDD's lack of language services has been an insurmountable barrier to accessing the benefits they need to support their families. EDD's commitment to provide interpretation support in real time when talking with claimants, in the claimant's preferred language, will have a real and rapid impact on community members. Expanding in-language phone lines and translated resources in additional Asian, Middle Eastern, and other languages will reduce the barriers that have frustrated families and kept them from receiving support before and during the pandemic," said Winnie Kao, Senior Counsel at Advancing Justice - Asian Law Caucus.

## LANGUAGE RIGHTS ARE CIVIL RIGHTS

CRLA is one of the organizations monitoring the experiences of client communities to assess improvements and communicate needs as the settlement provisions are executed.

"One notable feature of this settlement is the requirement for EDD to collect data on how California workers are making use of supportive language services to access UI and share that data regularly with language rights advocates," said Center for Workers' Rights Executive Director Daniela Urban. "We look forward to the continued collaboration with EDD to ensure that the changes in this settlement make a positive difference in the lives of California families."

Advocates seek to extend the same language access improvements to other public programs, including Paid Family Leave and State Disability Insurance, two programs also administered by EDD that are entirely paid for by California's diverse workforce.

"We applaud EDD's willingness to make their processes more equitable for all California workers, regardless of the languages they use," said Joann Lee, Special Counsel on Language Justice at LAFLA. "This settlement holds EDD more accountable to the needs of our state's diverse cultures and communities. EDD was not alone as many state and local agencies' language access practices fall sorely short of what is required. As a state, California can and should do better."

Workers should not lose access to vital income replacement benefits because they speak a non-dominant language, nor should they have to pay somebody to access their benefits for them. Language rights are civil rights.

Workers should not lose access to vital income replacement benefits because they speak a non-dominant language





## LGBTQ+ Program Expands Access to Name and Gender Marker Corrections

Welcoming a new baby into the world can spark feelings of possibility, curiosity, and discovery for families and communities—who is this new person? What are their unique gifts? How will they grow and change?

At the same time, however, a new baby's legal identity is determined by the name and gender marker listed on their birth certificate. That identity is used across a variety of state and federal agencies and gets placed on legal documents.

For many transgender and nonbinary individuals, who they are is not reflective of what is listed on their birth certificates or state and federal documents. As a result, legal documents don't match up with the person themselves. Instead, legal documents reflect who a person is before [transitioning](#).

“Having your identity documents match your gender identity is critical. Otherwise, the mismatch is an open door for discrimination, harassment, physical violence, and [misgendering](#) or other verbal violence,” says CRLA LGBTQ+ Program Legal Director Carla Lopez.

One way that transgender and nonbinary individuals can avoid these harmful effects is by engaging in the court process and obtaining a court-ordered name and/or gender marker correction. CRLA's LGBTQ+ Program has implemented a number of ways to provide access to this process for people in need across California.

## NAME AND GENDER MARKER CORRECTIONS ARE A CIVIL RIGHTS ISSUE

If your lived identity unfolds in line with the legal identity assigned to you at birth, you may not realize all the ways your self-identity is affirmed and your day-to-day life is eased when your driver's license, bank records, social security records, credit information, passports, and even school diplomas all match up with your gender identity.

Far beyond mere inconvenience, however, a legal identity that is mismatched to a person's gender identity can lead to significant harm. Misgendering or deadnaming a person is disrespectful, denies their privacy, autonomy, and inherent dignity, and can damage their mental and physical health.

As Chan Tov McNamara writes in the California Law Review, “Today, the vast majority of Americans can easily see the indignity imposed by referring to a Black man as ‘boy.’ And yet, they remain oblivious to the harm of referring to a transgender girl or a nonbinary person as the same... Framed with such perspective, opposition to misgendering can be understood, not as demands for new ‘special rights’ or ‘radical grammatical modifications,’ but as a link in an ongoing fight against verbal violence inflicted upon minority social groups.”<sup>1</sup>

Name and gender marker correction issues are embedded within CRLA's priority practice areas—labor, housing, education, and health

### KEY TERMS

- **Gender identity:** The gender(s), if any, with which a person identifies. An individual's gender is their gender identity, which can be the same or different from their sex assigned at birth.
- **Gender Marker:** Designation of “male” (M) “female” (F) or other (X) on one's birth certificate, ID or passport.
- **Transgender/Trans:** An umbrella term describing a person whose gender differs from their sex assigned at birth. A trans person may take social, medical and/or legal steps to transition. A person may identify as trans before or without taking any steps to transition, as gender is self-determined and not based on social, medical, or legal recognition.
- **Misgendering:** The assignment of a gender with which a party does not identify, through the misuse of gendered pronouns, titles, names, and honorifics.
- **Dead name:** Refers to the name a transgender person was given at birth but is no longer using. The term is intended to stress the inappropriateness of referencing a person's name given at birth instead of their chosen name and effectively misgendering their identity.
- **Lived name:** A self-chosen or personal and/or preferred professional name used instead of the name listed on a birth certificate or other official government-issued document.

Source: “Gender Recognition and Lived Name Policy,” University of California, issued November 6, 2020, <https://policy.ucop.edu/doc/2700693/GRLN>.

<sup>1</sup> Chan Tov McNamara, “Misgendering,” California Law Review, Volume 109, No. 6 (Dec. 2021), <https://www.californialawreview.org/print/misgendering/>.



## LEGAL SERVICES ADDRESS COMPLEX NEEDS, INTIMIDATING PROCESS

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When transgender and nonbinary individuals pursue the court process and obtain a court-ordered name and/or gender marker correction, the court order creates a paper trail that links a previous name and gender marker to a lived name and gender marker.

Name and gender marker corrections open the door to a life of safety, stability, and authenticity for CRLA clients. The positive benefits to their emotional, mental, and physical well-being are many.

However, many people may feel intimidated by the process or unsure of their rights or where to start. Legal services can make the difference for them.

CRLA's LGBTQ+ Program has been instrumental in legal name and gender marker corrections in rural areas of California because there are very few legal service providers engaged in this work. The LGBTQ+ Program team collaborates with other CRLA staff and legal services organizations to provide trauma-informed, culturally sensitive, and bilingual (Spanish and English) services that address the complex legal needs of LGBTQ+ communities across rural California.

In 2021, CRLA's LGBTQ+ Program expanded the volume and scope of their name and gender marker correction work, especially in California's Central Valley and Central Coast. CRLA conducted outreach with local LGBTQ+ Pride centers to provide education on California's court petition process and updating identity documents, while also resuming limited in-person community legal clinics in Modesto and Fresno.

The LGBTQ+ Program has also identified other legal service providers working on name and gender marker correction issues and created a statewide California Name and Gender Marker Correction Coalition.

## WHAT NAME AND GENDER MARKER CORRECTIONS CAN DO

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"Name and gender marker correction issues are not tangential to the legal services that CRLA provides," former LGBTQ+ Program Legal Director Denise Hunter emphasizes. "Name and gender marker correction issues are embedded within CRLA's priority practice areas—labor, housing, education, and health—because these issues can be the root source of wrongful employment termination, housing eviction, school bullying, or healthcare denials."

For example, CRLA helped a nonbinary client regain access to lifesaving healthcare who was repeatedly disenrolled from Medi-Cal benefits after updating their identity documents because the agency's computer database wasn't recognizing the new nonbinary gender marker. CRLA worked with Medi-Cal administrators to address the system glitch and ensure that the client was properly re-enrolled in their insurance plan.

LGBTQ+ Program staff also assist low-income immigrants to correct their name and gender marker on U.S. Citizenship and Immigration Services (USCIS) immigration documents after receiving their court order. USCIS does not have a centralized process to update biographic information, so immigration documents can only be corrected through complex USCIS fee waiver and application forms that are very difficult to process properly without legal representation.

## PANDEMIC WORSENS ACCESS CHALLENGES IN RURAL AREAS

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The impact of the COVID-19 pandemic on the LGBTQ+ Program's work and that of community partners cannot be overstated. Improving access to legal services in rural areas is already uniquely challenging under normal circumstances, with barriers like limited transportation or time to travel long distances to legal clinics or offices.

With fewer than five staff on the LGBTQ+ Program serving clients across the state, the team take a flexible and adaptive approach to outreach and legal services, evolving with the changing situations and local requirements.

Improving effectiveness of their communications has been a key strategy, including reaching out to clients over the internet, by phone, and by mail rather than meeting in person. When they had to limit in-person clinics, LGBTQ+ Program staff began providing technical assistance to rural Pride Centers offering name and gender marker corrections. After they started experiencing mail slowdowns in rural communities, they began exchanging documents over client cell phones and through drop boxes at CRLA offices.

## WHAT'S NEXT FOR THE LGBTQ+ PROGRAM

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While the LGBTQ+ Program has continued name and gender marker correction services in 2022, these services are just one aspect of the program's work.

The COVID-19 pandemic has intensified the need to lift up the voices and experiences of low-income LGBTQ+ people of all ages in rural California. Guided by community needs, LGBTQ+ Program staff are also focusing their advocacy on education, employment rights, and anti-discrimination protections.

Poverty and justice are LGBTQ+ issues. CRLA's holistic approach to community advocacy is well-suited to address the unique challenges that LGBTQ+ people face in rural California, and ensure they are treated with dignity and respect and guaranteed their fundamental rights.

## HOW TO SUPPORT CRLA'S LGBTQ+ PROGRAM

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- **Internships** for law student and undergrads are available year-round.
- **Post-graduate law fellowship** proposals to expand LGBTQ+ Program services to more CRLA service areas.
- **Volunteer** for pro bono case placement, co-counseling, technical assistance, or community legal clinics contact [jponting@crla.org](mailto:jponting@crla.org).
- **Donate!** Make a tax-deductible donation to support the LGBTQ+ Program at [crla.org/programs/lgbtq](https://crla.org/programs/lgbtq).



**DONOR PROFILE:**

# Moira Dawson

Head of Business Affairs, Apple Product & Design,  
Apple, Inc. San Francisco, CA



## WHY DO YOU DONATE TO CRLA?

Having grown up in the country and being familiar with the work that farmworkers do, as well as the work that people who don't speak English do outside of farm labor, I think CRLA's work is critical.

People can get nervous about reaching out for help, especially if they don't speak English. One of the reasons I'm a CRLA supporter is that I want to make sure people are aware that this is a resource available to them, where they can get help not only with labor-related questions but any other legal work they might need, for example with their rights as tenants.

## HOW DID YOU FIRST LEARN ABOUT CRLA?

I grew up in Wheatland, in Yuba County. My father was a judge for many years in Marysville and I remember when I was a teenager hearing him talk favorably about CRLA and the work that they do, and specifically about CRLA attorney [now Director of Litigation, Advocacy, and Training] Ilene Jacobs.

My dad wasn't someone to heap praise on attorneys if he didn't think they were deserving of it, so it struck me as unusual how big a fan he was of Ilene and CRLA. It made a huge impact on me. Ever since then I've always thought really good things about CRLA, the work that they do, and how critical it is.

## HOW DO YOU DONATE TO CRLA?

I donate through Benevity, which is the employee giving program that Apple and a lot of other tech companies use. Giving through the platform is important because our company matches donations 1:1 and at certain times of the year they sometimes will make a 2:1 match. It feels like it's just free money and makes my donation go even further.

When I was going to start making donations through Apple's employee giving platform I remember thinking that I wanted to make sure CRLA was on the list. So I got in touch with CRLA to make sure they were registered with Benevity.

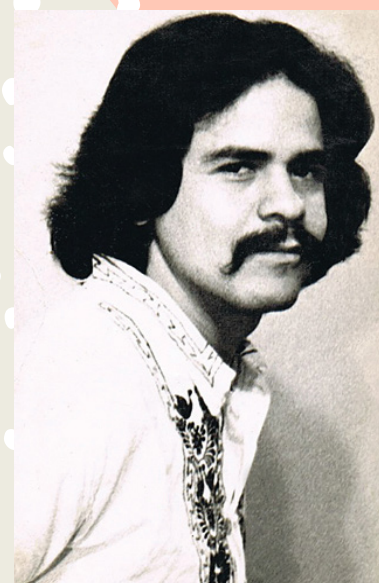
Benevity makes it easy because you can make your donation with a credit card, a payroll deduction, or however you choose. My company also matches volunteer hours.

## DO YOU TELL OTHERS ABOUT YOUR SUPPORT OF CRLA?

Yes, I never miss an opportunity to suggest CRLA as a recipient whenever anyone mentions our matching program at work, especially during the 2:1 match promotions. I tell people this is a great opportunity to donate to this organization that I'm passionate about.

*Want to join Moira as a donor and take advantage of an employer match? Check your employer's donation options and if you don't see CRLA, Inc. please contact our Individual Giving Director Susana Rodriguez at [srodriguez@crla.org](mailto:srodriguez@crla.org) or (510) 267-0762 ext. 1028.*

# Jose Padilla Fellowship Fund Support the Next Generation of Justice Lawyers



Jose Padilla started as a CRLA intern who returned after law school as a staff attorney, ultimately becoming executive director in 1984.

The Jose Padilla Fellowship Fund honors Jose's leadership by enabling more law students and recent graduates to work at CRLA and benefit from the unique opportunities and mentoring we offer.

When you make a gift to the Jose Padilla Fellowship Fund, you can shape careers and change lives by bringing early-career attorneys to rural California.

A recent California Bar study found that "experience interning at a public interest organization is the strongest predictor of a student maintaining plans to pursue a public interest career after graduation."

When more interns and fellows go on to pursue a public interest career, it means more access to justice for people who can't afford private legal services.

To donate to the Jose Padilla Fellowship Fund, please visit [crla.org/padillafellowships](http://crla.org/padillafellowships). Alternatively, call our Development Department at (510) 267-0762 ext. 1005.

Thank you for your support!

California Rural Legal Assistance, Inc. is a 501(c)(3) not-for-profit organization, Federal Tax I.D. Number 95-2428657.

# 2021 Annual Report

## 2021 DONORS

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Noe Torres

# 2021 FINANCIALS

California Rural Legal Assistance, Inc.  
Statement of Activities  
For the Year Ended December 31, 2021

SUPPORT, REVENUE & OTHER INCOME	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Grant Revenue	\$ 349,348.00	\$ 15,013,411.00	\$ 15,362,759.00
Contributions	\$ 386,916.00	\$ 271,708.00	\$ 658,624.00
Attorney Fees/Cost Recovery	\$ 243,764.00		\$ 243,764.00
Gain on PPP Loan Forgiveness	\$ 2,250,000.00	--	\$ 2,250,000.00
Other Revenue	\$ 88,764.00	--	\$ 88,764.00
Net Assets Released from Restrictions	\$ 19,183,149.00	\$ (19,183,149.00)	--
<b>Total Support &amp; Revenue</b>	<b>\$ 22,501,941.00</b>	<b>(\$ 3,898,030.00)</b>	<b>\$ 18,603,911.00</b>
<b>EXPENSES</b>			
Program Services	\$ 16,563,045.00	--	\$ 16,563,045.00
Management & General	\$ 2,632,020.00	--	\$ 2,632,020.00
Fundraising	\$ 748,768.00	--	\$ 748,768.00
<b>Total Expenses</b>	<b>\$ 19,943,833.00</b>	<b>--</b>	<b>\$ 19,943,833.00</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$ 2,558,108.00</b>	<b>\$ (3,898,030.00)</b>	<b>\$ (1,339,922.00)</b>
<b>NET ASSETS - START OF YEAR</b>	<b>\$ 2,578,125.00</b>	<b>\$ 6,635,558.00</b>	<b>\$ 9,213,683.00</b>
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 5,136,233.00</b>	<b>\$ 2,737,528.00</b>	<b>\$ 7,873,761.00</b>

CRLA is funded in part by the Legal Services Corporation. As a condition of the funding it receives from LSC, it is restricted from engaging in certain activities in all of its legal work, including work supported by other funding sources. CRLA may not expend any funds for any activity prohibited by the Legal Services Corporation Act, 42 U.S.C. 2996 et seq. or by Public Law 104-134. Public Law 104-134 504(d) requires that notice of these restrictions be given to all funders of programs funded by LSC. For a copy of these laws or any other information, please contact Monica Yu, Chief Development Officer, at (510)267-0762.

For complete financial statements, please visit [www.crla.org/financials](http://www.crla.org/financials)



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

## Mission Statement

To fight for justice and individual rights alongside the most exploited communities of our society.

## Our Vision of Justice

A rural California where all people are treated with dignity and respect and guaranteed their fundamental rights.

## Theory of Change

The legal system can either protect the rights of marginalized people or maintain and deepen control of the powerful. CRLA works with low-income communities in varying ways that utilize our legal system to create a more just society. We fight together to protect and expand rights, ensure access to resources, and create opportunities in rural California.

To learn more about our work, please visit [www.crla.org](http://www.crla.org).





[mailing area]

