

2024

YEAR IN REVIEW





Table of Contents

A Letter from Our Presidents	1
Strategic Plan Updates	2
Federal Courts	3
State Courts	10
Bolder Advocacy	12
New Energy at AFJ	16
AFJ in the News	18
AFJ Financial Overview	20
Looking Ahead	22

a letter from OUR PRESIDENTS

Dear Friends,

2024 has been an extraordinary year for Alliance for Justice (AFJ), Alliance for Justice Action Campaign (AFJ Action), and for our democracy, even amidst the grave threats we now face. This year, we have made enormous strides in expanding our impact and influence to meet our strategic goals. **We have recommitted to the mission and values that have guided us for 45 years** – to pursue a vibrant, ambitious, multi-racial constitutional democracy where historically marginalized voices are amplified to upend exclusionary systems and center justice in our institutions of power.

This commitment and the gains we have made will be a critical bulwark against the threats we are facing. The judges we have confirmed will be the guardrails of democracy protecting our rights and checking the most egregious abuses of executive power. The organizations we have empowered through one-of-a-kind advocacy, trainings, and resources, will be on the front lines defending our communities and striving to further our progress, particularly at the state and local levels. We have learned and been reminded of valuable lessons – that our voice matters, that progress is possible, and that changing our democracy for the better requires an unflinching commitment to staying the course and keeping faith in our collective power.

Our 2024 accomplishments are summarized in this report and represent some of the organizations' best work in our 45-year history. We are leaders in the effort to identify, elevate, and advocate for the appointment of movement lawyers who represent

progressive values and the lived experiences of a wide swath of America. We are holding Supreme Court justices accountable and taking them to task in light of the stunning waves of revelations of ethical breaches that cast undeniable doubt on their impartiality. We are equipping the progressive movement with tools and resources they need to flex their power as advocates for the most pressing issues our democracy faces. And we are growing the Alliance, focusing on strengthening our diverse member organizations and expanding our reach with grassroots organizations.

This has also been a year of change for AFJ and AFJ Action. Our president, Rakim Brooks, left in July, but our work continues apace. Our talented and dedicated staff have not missed a beat, and we have begun the process of identifying a new leader for the organizations, with the goal of welcoming them to our staff by the end of the first quarter next year.

We could not succeed without you, our donors, partners, and allies. Thank you for your unwavering support and activism at a time of deep unrest for our democracy. As we face the inevitable outrages of a second Trump administration, we all must commit and recommit to the long game. We can't imagine a better community with whom to fight for justice and our democracy.

Sincerely,



*Keith Thirion &
Betsy Miller Kittredge*

KEITH THIRION &
BETSY MILLER KITTREDGE

Interim Co-Presidents,
Alliance for Justice and Alliance for Justice Action Campaign

STRATEGIC PLAN UPDATES

Throughout 2024, AFJ continued to make progress on our core strategic plan priorities: taking Bolder Advocacy to the grassroots, supporting movement lawyers for state and federal benches, and doubling down on strengthening and supporting our member organizations.

Over 70% of the workshops our Bolder Advocacy team gave were for grassroots organizations or those supporting grassroots groups rooted in and acting for the communities they serve. These organizations, emboldened in their advocacy, secured critical wins in state house and ballot boxes across the country. In the years ahead, they will be the front lines advancing progress in the states and defending against attacks on our rights across the country.

We celebrated the long-awaited confirmations of numerous judges from the ranks of our movements. These include outstanding attorneys like labor lawyer and former Planned Parenthood litigator Judge Nicole Berner on the Fourth Circuit, civil rights lawyer and former MacArthur Center for Justice Executive Director Judge Amir Ali on the D.C. Circuit, former labor lawyer Judge Mustafa Kasubhai, also the first Muslim judge to sit on Oregon's federal district court, and many more. In all, roughly one in five federal judges confirmed this year was a movement lawyer. These are the judges who will guard our democracy in the years to come.

Twenty-three organizations joined the ranks of our members this year. We strengthened our support for our new and long-time members through unique trainings ranging from how nonprofits could advocate in the transition to the Trump administration to the threat of disinformation using AI and social media and more. We added new member benefits to strengthen their advocacy, including free access to our new on-demand Bolder Advocacy webinars. And we harnessed our collective power to fight for our courts and democracy by engaging our members in coordinated actions to support outstanding judicial nominees.

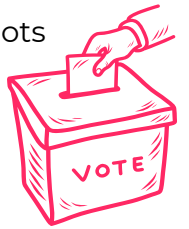
GRASSROOTS ADVOCACY IMPACT

70%

of BA workshops served grassroots organizations or groups supporting them.



Empowered grassroots groups achieved **statehouse and ballot box victories** nationwide.



MOVEMENT LAWYERS

1 in 5

federal judges confirmed in 2024 were movement lawyers.



MEMBERSHIP GROWTH

23

new member organizations joined.



New benefits including **free access** to on-demand Bolder Advocacy webinars.



FEDERAL COURTS

Our federal courts work is the cornerstone of our efforts to protect our democracy and the sanctity of our personal rights and freedoms. Our most pressing priority is to support the confirmation of as many judges of high quality and greater diversity as possible before the Biden administration leaves the Oval Office. Each federal judge confirmed this year is one less vacancy for the Trump administration to fill with a loyalist committed to dismantling the progress we've made.



BUILDING THE BENCH

This year, our team added more groups to the diverse coalition broadening the pool of attorneys who are pursuing judgeships to ensure that the bench more fully represents the identities and legal professions in our communities. Led by our Building the Bench team, we identified and provided resources for hundreds of attorneys about the nominations process and vacancies. We also began a coordinated campaign to highlight the dozens of district court benches that have never had a judge of color. So far, three of the historically all white benches now have more racial diversity after our advocacy: the Western District of Virginia, District of Rhode Island, and Western District of New York.

As we work to diversify the bench, our Outreach & Membership team hosted a *Nominations 101* event in February 2024 focused on educating LGBTQ+ attorneys about the path to becoming a judge. At these briefings, we've featured former White House and Senate staff who have led judicial nominations teams, other judges, and expert advocates to serve as mentors and resources and provide the tools and information needed to pursue a career as a judge.

FEDERAL COURTS

PRESIDENT BIDEN'S JUDGES

This year we celebrated the confirmations of more than 230 judges President Biden nominated. More than just a number, these judges brought historic diversity to the bench. Among the 233, **over 60% are people of color, over 60% are women, nearly 50 are public defenders, 11 are openly LGBTQ+, 31 are civil rights lawyers, 18 are plaintiff-side attorneys**, and dozens more have made our federal courts more reflective of the communities they serve. These inspiring jurists' lived experiences and expertise will shape some of the most critical legal cases of our generation – including environmental, labor, LGBTQ+, criminal and economic justice, and more. We have spent years advocating for many of them, from before their nomination to confirmation. We were especially excited to see the confirmations of:



Nicole Berner was nominated by President Biden on November 15, 2023, and confirmed to the United States Court of Appeals for the Fourth Circuit on March 19, 2024. Formerly the General Counsel for the Service Employees International Union (SEIU), Berner is a prominent labor lawyer and LGBTQIA+ advocate with a strong background in reproductive and gender justice issues. Her confirmation is a significant milestone after over two years of advocacy for her nomination.

Sarah F. Russell was nominated by President Biden on October 4, 2023, and confirmed to the United States District Court for the District of Connecticut on November 19, 2024. Currently a professor and director of the Civil Justice Clinic at Quinnipiac University School of Law, Russell has a distinguished career focusing on sentencing policy, juvenile justice, and prison conditions. Her prior work as a public defender underscores her deep commitment to equal justice under the law.

Judge Mustafa T. Kasubhai was nominated by President Biden on September 6, 2023, and confirmed to the United States District Court for the District of Oregon on November 19, 2024. Currently serving as a U.S. Magistrate Judge, Kasubhai brings extensive experience in labor law litigation and deep ties to his Oregon community. If confirmed, he would make history as the first Muslim to serve on Oregon's federal district court and the third Muslim federal district judge in U.S. history.

Amir Ali was nominated by President Biden on January 10, 2024, and confirmed to the United States District Court for the District of Columbia on November 20, 2024. Ali previously served as president and executive director of the Roderick & Solange MacArthur Justice Center and as a lecturer and clinical co-director at Harvard Law School. His extensive experience in civil rights litigation and movement lawyering adds vital professional diversity to the bench.

FEDERAL COURTS

PRESIDENT BIDEN'S JUDGES

Our Justice team, in coalition with the premier organizations leading on judicial nominations, works tirelessly to ensure that the most-qualified judges like these receive a fair hearing and full consideration by the administration, members of the Senate Judiciary Committee, and the full Senate. This is an example of the behind-the-scenes work that does not garner much attention, but we are gratified to share in these successes. And, already, these judges are handing down decisions that protect the rights and freedoms of all Americans.



Nancy Maldonado was nominated by President Biden on February 21, 2024, and confirmed to the United States Court of Appeals for the Seventh Circuit on July 8, 2024. Maldonado is a talented jurist with an impressive background in labor and employment law. In 2022, she made history as the first Latina to serve as a federal judge in the state of Illinois when she was confirmed to the Illinois District Court in July 2023. She has made history as the first Latinx judge to serve on the Seventh Circuit.

Jonathan Hawley was nominated by President Biden on July 3, 2024, and confirmed to the United States District Court for the Central District of Illinois on November 13, 2024. Hawley previously served as a United States Magistrate Judge on the Central District. Before joining the bench, Hawley spent an impressive 15 years working as a federal public defender. Hawley was confirmed to the district court on November 13, 2024.

Rebecca Pennell was nominated by President Biden on March 20, 2024, and confirmed to the United States District Court for the Eastern District of Washington on November 20, 2024. Judge Pennell previously served as a judge on the Washington Court of Appeals in Spokane and had served in that capacity since 2016. From 2000 to 2016, Pennell dedicated her legal expertise to the Federal Defenders of Eastern Washington and Idaho in Yakima, Washington. Pennell was confirmed on November 20, 2024.

FEDERAL COURTS

OUTREACH & PUBLIC EDUCATION

Recognizing the narrowing window to confirm every Biden nominee before the end of the 118th Congress, AFJ and AFJ Action launched a campaign calling on the White House and Senate to **Fill Every Seat**. We equipped our member organizations and progressive allies with calls to action and toolkits to mobilize their bases to join us. We organized issue-specific joint days of action to highlight the stakes for our communities and the diverse backgrounds of pending nominees, ranging from LGBTQ+ equality during Pride Month to climate and environment for Earth Day to workers' rights and economic justice for Labor History Month.

Once it became clear that President Biden would not be pursuing a second term, we launched a new campaign to Confirm Biden's Legacy, building on the success of Fill Every Seat. Every Tuesday during the month of September, the Outreach & Membership team led a digital day of action to put pressure on the Senate to confirm Biden's judicial nominees while we still could. AFJ led dozens of members and partner organizations to highlight labor nominees, Black nominees, Latinx nominees, and those who were long overdue for confirmation. Our partners and members showed up and energized their networks as well. At the end of the Confirm Biden's Legacy campaign, we had:

14,281

total impressions from the campaign (**10,757+** impressions from partner organizations and **3,524** total from AFJ posts alone).

122

total retweets from AFJ and participating organizations

169

total likes from AFJ and participating organizations

2x

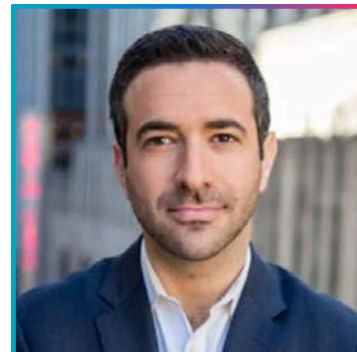
the average engagement rate for the campaign



FEDERAL COURTS

Given the election results, every judicial nominee currently unconfirmed became an additional vacancy for President-elect Trump to fill. In response, AFJ and AFJ Action launched the **No Vacancies, No Excuses** campaign urging the Senate to prioritize confirming every pending nominee before the end of the year. We organized coordinated days of action across our member and partner organizations, and in partnership with nine of our member organizations, we **generated over 20,000 constituent calls to the Senate**, building on the over 15,000 calls we generated earlier this year. This resulted in the confirmation of many of our long-pending priority nominees.

In addition to organizing around Biden's nominees, we grew our **Holding Court: Justice Conversations with AFJ** public education series featuring leading attorneys, progressive advocates, lawmakers, and thought leaders discussing today's social justice issues. Over the summer and fall we hosted three Holding Court events virtually and one in person (seeing our best attendance yet). Our Holding Court events **reached over 2,700 people** this year. These events included:



FEDERAL COURTS

UNPACKING THE SUPREME COURT TERM

Ian Millhiser, a Senior Correspondent at Vox and expert on the Supreme Court and Constitution, joined us for a Supreme Court term wrap-up, where he expounded on specific case decisions and their ramifications.

THE ORIGINALISM TRAP

Madiba K. Dennie, esteemed attorney, columnist, professor, and author, joined us for a conversation on the Constitution, who it belongs to, and how we can use it to fight for our rights.

A 2024-2025 SUPREME COURT PREVIEW

Our in-person Holding Court, moderated by AFJ Board Member Deepak Gupta, featured Ari Melber, Emmy Award-winning journalist, writer, and attorney, and the host of MSNBC's *The Beat with Ari Melber*; Erin Reed, award-winning transgender journalist and author of the newsletter, *Erin in the Morning*; Elie Mystal, author, former litigator, and justice correspondent for *The Nation*; and Kris Brown, President of *Brady*. Our panelists delved into the 2024-2025 Supreme Court term, discussing the implications for us and the future of the United States.

THE FEAR OF TOO MUCH JUSTICE

Stephen B. Bright and James Kwak, authors of *The Fear of Too Much Justice: Race, Poverty, and the Persistence of Inequality in the Criminal Courts*, joined us for a conversation on their book and the future of justice in America.

LIBERATING ABORTION

Co-hosted with *Abortion Care Network*, this conversation featured Renee Bracey Sherman, reproductive justice activist, founder, and executive director of We Testify, who delved into the future of reproductive rights and her new book, *Liberating Abortion: Claiming Our History, Sharing Our Stories, and Building the Reproductive Future We Deserve*. This session was moderated by Erin Grant, Co-Executive Director of Abortion Care Network.

SUPREME COURT

Every year, we identify and closely monitor the most important cases the Supreme Court will consider. This term, we are following:

United States v. Skrmetti, a challenge to state bans on gender-affirming care for transgender young people. Keith Thirion wrote a *Democracy Docket* piece on the case in October.

Bouarfa v. Mayorkas, a case that threatens to separate families made of up immigrants and citizens.

Stanley v. City of Sanford, Fla., in which the disability benefits of millions of workers are on the line.

Seven County Infrastructure v. Eagle County, Colo., an attempt to circumvent the National Environmental Protection Act with broad implications for environmental and administrative law.

Garland v. VanDerStok, a case about the regulation of “ghost guns” that could make it even harder to curb gun violence.

FEDERAL COURTS

SUPREME COURT

In the last couple of years, alarming breaches of ethical standards by Supreme Court Justices were revealed by investigative reporting. Alliance for Justice is elevating these serious threats to the Court's impartiality by calling attention to them on our [website](#), where we track developments and our own campaigns until we see a more accountable Court upholding our laws and the Constitution.

In addition, we work in coalition with other courts-focused groups to press for long overdue court reforms. The success of our advocacy was demonstrated when President Biden and Vice President Harris endorsed three major Supreme Court reforms: a constitutional amendment to undo the presidential immunity granted in *Trump v. U.S.*, 18-year term limits for justices, and an enforceable Supreme Court code of conduct. We have been encouraging the Biden-Harris administration to support such reforms for years, [including in testimony](#) to the Presidential Commission on the Supreme Court of the United States and in [research on the importance of ethics reform](#). We have kept the spotlight on corruption at the Court and the need for reform through campaigns to urge Justice Thomas to resign and calling for a binding code of ethics, recruiting [dozens of organizations](#) and [members of Congress](#) to the cause. AFJ interim co-president, Keith Thirion, wrote an article on this announcement and AFJ's recommendations to take these reforms even further [here](#).



“

Court reform should be seen as *maintenance*, not revolution. We don't get to vote in — or vote out — our justices, but we *do* have elected leaders who have a responsibility to respond to the third branch.

STATE COURTS

State courts have never been more important as Americans lose faith in our federal courts. The transparent ideological bent we see in the Supreme Court's rulings only increases the need for state and local governments to secure the rights of their constituents. AFJ's state courts team builds coalitions and networks in key states to ensure all state and grassroots organizations are equipped and informed to serve and protect their people.

This year, AFJ successfully advocated for four movement lawyers to be appointed to the state supreme courts (pictured on the right from top to bottom): Justices Aruna Masih (Oregon), Michael Noriega (New Jersey), Theodora Karin Gaïtas (Minnesota), and Sarah Hennesy (Minnesota). We also supported the elevation of movement justice Natalie Hudson (MN) to be Chief Justice in Minnesota. Our team ran thank you campaigns for the Minnesota, North Carolina, and Oregon governors following these successes. Our team also testified at Senate judicial confirmation hearings in Connecticut and Hawaii about the need for more demographic and professional diversity on those state benches.

In our blog series on state courts, we published a piece exploring efforts by the North Carolina Supreme Court's conservative majority to exert its authority to impose a conservative agenda in the state. We also explained how the recent convictions of a Michigan couple whose son committed a mass school shooting laid the groundwork for new gun violence prevention avenues in state courts. AFJ's state courts team also filmed a [short video](#) on the Alabama Supreme Court IVF decision with Andrea Huggenvik, social justice program specialist at YWCA Greater Green Bay, an affiliate of member organization YWCA USA.

RESEARCH & REPORTS

In 2024, AFJ published reports on the demographic trends in both the federal and state judiciary: "[The Faces of Justice: Black State Supreme Court Judges](#)," "[The Faces of Justice: AAPI State Supreme Court Judges](#)," "[The Faces of Justice: State Court LGBTQ+ Representation Has Long Road Ahead](#)," and "[State of Justice 2024: State Supreme Courts and the Future of Democracy](#)," (a joint product of AFJ and AFJ Action).

For the first time, we released a [new election guide](#) on our AFJ Action website to educate voters on what was at stake in the 2024 election. And we expanded our [educational information](#) for each priority state we are following this year. To increase public awareness around the importance of the courts, AFJ Action launched the [Cavel In series](#) that features conversations with leading attorneys, justices of state supreme courts, progressive advocates, politicians, and thought leaders on current events and today's social justice issues appearing before judges at the state and federal levels. This year, we hosted "Democracy on the Docket in North Carolina," featuring Justice Anita Earls and Justice Allison Biggs and moderated by AFJ Action's Regional State Courts Counsel Erin Butler.



STATE COURTS

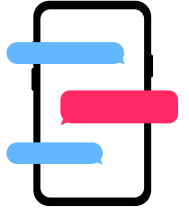
Our AFJ state courts team has been building coalitions and informing grassroots organizations about how state courts can advance their movements in North Carolina, Montana, and Michigan. Some of these organizations include Be the Ones, America Votes-Montana, Georgians for Reproductive Freedom, People's Parity Project, Pro-Choice NC, and many more. Specifically in Michigan, we worked with Michigan Voices to provide training on 501(c)(3) compliance when advocating around elections, joined a supreme court election working group with Michigan Voices and Engage Michigan, and mobilized college voters with Michigan Voices, Michigan ACLU, All Voting is Local, Clean Water Action, Fair Election Center, and the Public Interest Research Group in Michigan by holding an early voting rally on the campus of Michigan State University. AFJ Action sent nearly **2 million nonpartisan texts** to voters to educate them on the process of voting in 2024 versus **only 500,000 in 2022**. And we launched a **five-figure** social media ad campaign in partnership with Democracy North Carolina and a nonpartisan radio ad in Ohio by both AFJ and AFJ Action to educate voters about the importance of voting their full ballots.

At AFJ Action, we co-led a national 501(c)(4) coalition and partnered with several state-based 501(c)(4) coalitions to coordinate messaging and strategy for both voter education and partisan outreach promoting the best candidates in the Supreme Court races. We sent nearly **4 million text messages** to voters to inform them about upcoming elections. We helped advise local organizations in Georgia to ensure that reproductive health remained a part of the conversation around the state supreme court race. And in North Carolina, AFJ Action supported Alison Riggs in her successful retention election and made a difference. As of the last count, she won by **only 734 votes**.

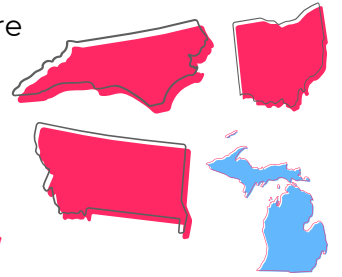
NONPARTISAN GOTV OUTREACH

2 million

nonpartisan text messages sent to educate voters on the process of voting.



Key states where we prioritized grassroots advocacy were **Michigan, Montana, North Carolina, and Ohio**.



Launched a **five-figure social media ad campaign** with Democracy North Carolina and a nonpartisan radio ad in Ohio.



501(C)(4) ADVOCACY

4 million

text messages were sent to voters informing them of upcoming elections.



BOLDER ADVOCACY

Through specialized training, a comprehensive library of resources, and one-on-one technical assistance, AFJ's Bolder Advocacy (BA) program builds the power of nonprofits of all sizes — including new and emerging grassroots organizations — by providing information on how to legally implement advocacy strategies to advance their missions and support their communities. BA makes complex legal rules easily understandable and practical, and works with groups around the country, who are advocating for underrepresented and underserved communities, as well as those advancing social, racial, and climate justice. This has shown great impact at organizations across the United States.

For example, after working with BA for nearly a decade, **Power to Decide** still finds new ways to expand their capacity and reach by using BA resources. As a result of our training, their communications team is able to make more decisions without consulting their policy team. This year, they worked with entertainment media to encourage young people to vote, and they expanded their focus from solely sex education to abortion-related work given they no longer shy away from political conversations. This is the power of Bolder Advocacy — liberating nonprofits to do more, say more, and be bolder in their advocacy.

We also met the needs of organizations facing the most direct threats. When Texas authorities began raiding homes of Latino voting rights and other advocates, we organized a series of trainings specifically for Texas nonprofits. By providing them with back-to-basics 101s on advocating in an election year, lobbying, and working across 501(c)(3) and 501(c)(4) coalitions, we helped ensure they knew the ins and outs of compliance to protect against political attacks.

Here are some notable quotes from organizations that have made use of BA's resources:



The more we build power with and for communities of color, the more we become a target. It is important compliance is tight.

JUAN CARDOZA-OQUENDO
PROGRAMS DIRECTOR AT HOUSTON IN ACTION



You've given me a bit of a relief here. We go after the utilities commission all the time and we don't want to give them ammo for going after us.

MARK TONEY
THE UTILITY REFORM NETWORK

SO FAR IN 2024...

FREE TECHNICAL ASSISTANCE

900+

technical assistance questions answered through our free hotline.



WORKSHOPS

375+

workshops held (and on track for **400** by year-end)



267

unique organizations served



9,000

participants engaged



PUBLIC WEBINARS

22

webinars held



650+

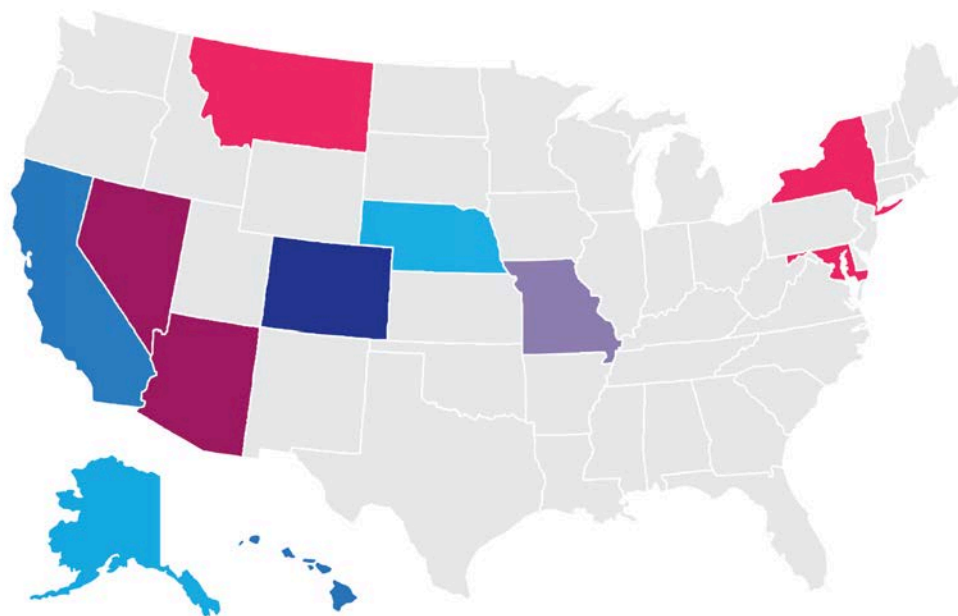
individuals were in attendance



BOLDER ADVOCACY

This year, there were critical ballot initiative victories across the country – and our Bolder Advocacy team helped make them happen. We trained and supported organizations in 10 states where ballot measures passed on three issue areas we prioritize: labor and economic justice (minimum wage, paid sick leave, and affordable housing), abortion access and reproductive justice, and LGBTQ+ equality (protecting the freedom to marry in state constitutions).

2024 BALLOT MEASURE WINS

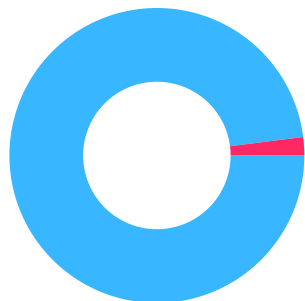


MAP KEY

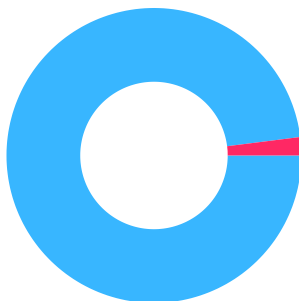
- Labor and economic justice
- LGBTQ+ equality
- Abortion access
- Abortion access *and* democratic freedoms
- LGBTQ+ equality *and* abortion access
- Labor and economic justice *and* abortion access

To improve our resources and trainings, we regularly survey participants for feedback. In the latest survey roundup this fall, we received 161 survey responses, and they overwhelmingly indicated the **success** of BA's trainings:

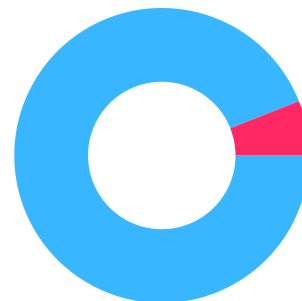
98% of respondents “agreed” or “strongly agreed” that our trainers are well-prepared, keep your attention, and explain the material clearly.



98% of respondents “agreed” or “strongly agreed” that their learning objectives were met through the training.



94% of respondents “agreed” or “strongly agreed” that they felt equipped to achieve their advocacy objectives post-training.



BOLDER ADVOCACY

NEW RESOURCES

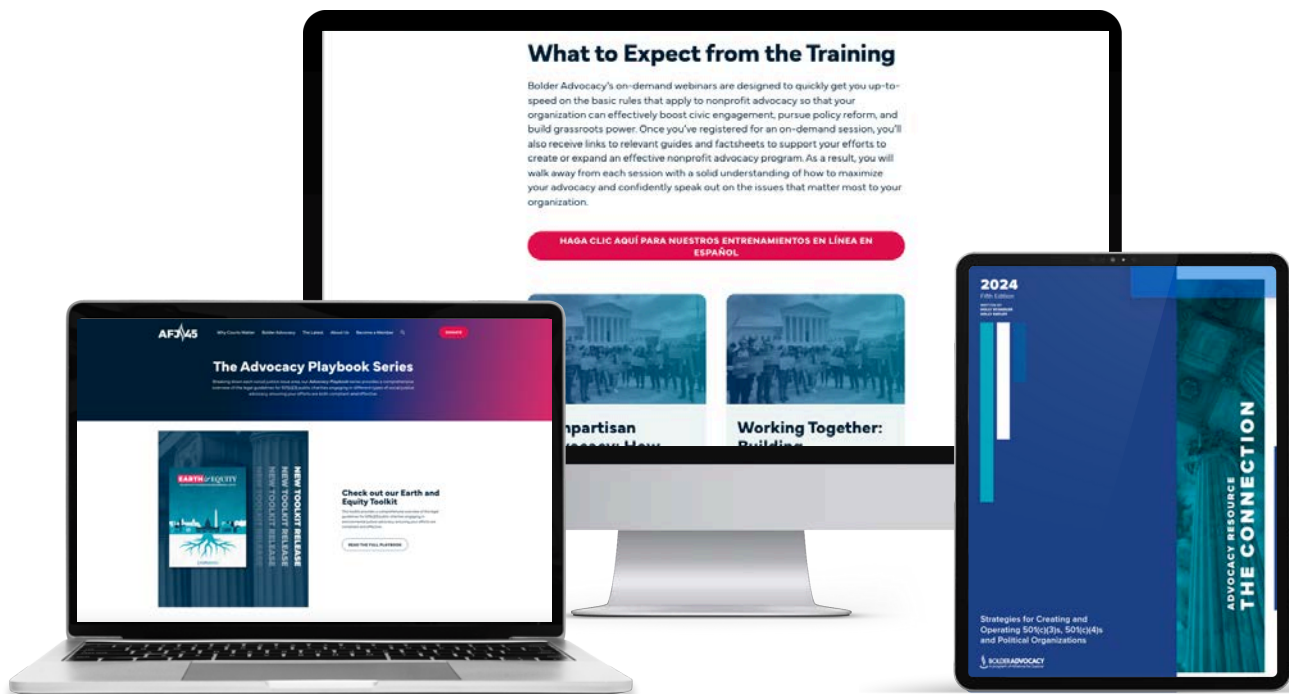
To continue to meet the demands of our community, we have released several new resources and updated our legacy resources so activists can advocate when and how they need to in the moment. This year we:

Launched **on-demand webinars** that cover three of Bolder Advocacy's most popular workshop topics and that are available in both English and Spanish. They provide support in rapid-response situations or when organizations face unanticipated challenges related to their advocacy efforts. Looking ahead to 2025, we anticipate launching at least one new webinar topic (drawing on our curriculum about protecting against politically motivated attacks) in Q1, with the possibility of additional webinars later in the year.

Launched a **social justice playbook series**, providing a comprehensive overview of the legal guidelines for 501(c)(3) organizations engaging in advocacy for a specific issue area. We have already published six playbooks: "Earth and Equity," "Gender and Equity," "Power and Equity," "Justice and Equity," "Pride and Equity," and "Health and Equity."

Released **The Connection (5th Edition)**, a revamp of our 25-year-running resource, which provides critical guidance to nonprofit advocates seeking to maximize their impact by creating and operating 501(c)(3)s, 501(c)(4)s, and political organizations. In this edition, we share real-life examples, reporting tips, and sample agreements to make navigating the advocacy world easier.

Released an **Advocacy Compliance Assessment**, a checklist for nonprofits to audit their ability to comply with state and federal advocacy laws. This is an increasingly important tool for nonprofits of all sizes to guard against political attacks and strengthen organizational capacity to engage in important advocacy initiatives.



BOLDER ADVOCACY

NEW RESOURCES (continued)

In our effort to make the resources and information from BA accessible and easy to digest, we produce a podcast, “**Rules of the Game**.” This year, we produced **23 new episodes**. Some of our favorite and most listened to episodes include:

BOLD AF WITH VU LE

For our 100th episode, we are excited to chat with the incomparable Vu Le of **Nonprofit AF**. Vu brings his unique blend of insight, humor, and a pinch of provocation to the table, all wrapped up in the perspectives you’ve come to know from his writing.

NONPARTISAN VOTER ENGAGEMENT WITH NONPROFIT VOTE'S BRIAN MILLER

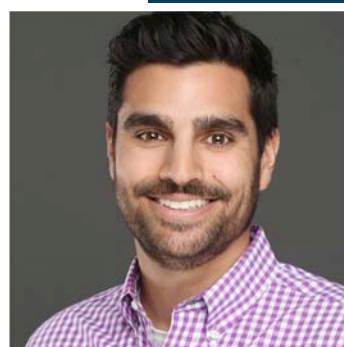
On this edition we chat with Nonprofit Vote Executive Director Brian Miller about the organization’s efforts to expand nonpartisan voter engagement, the fascinating findings in its latest **Nonprofit Power Report**, and the challenges and strategies for a successful nonpartisan campaign.

TAX LAW AND ELECTIONS WITH ERIN BRADRICK (NEO LAW)

On this episode we are joined by Erin Bradrick, a principal at NEO Law Group, to delve into the complexities of tax law and its implications for nonprofit organizations during election seasons.

AI AND ELECTION DISINFORMATION WITH JONATHAN MEHTA STEIN

In this episode, we delve into the rapidly evolving intersection of artificial intelligence and election disinformation with Jonathan Mehta Stein where he discusses how AI, particularly generative AI, can be used to create deepfakes and other misleading content that could destabilize elections, deceive voters, and potentially alter election outcomes.



PODCAST STATISTICS

23

new episodes
released in 2024.



8,600+

total episode
downloads in 2024.



Rated **5 stars** on Apple and Spotify.

NEW ENERGY AT AFJ



Alice Blease
Dorot Fellow

Alice provides research and writing support to the Justice team. This includes tracking judicial nominations, monitoring federal case law, reporting on Senate Judiciary Committee hearings, and raising public awareness about our courts.



Lilah Drafts-Johnson
Senior Development Associate

Lilah joined Alliance for Justice as a senior development associate in October of 2024. Lilah supports AFJ's leadership and development team in fundraising, donor cultivation, and administration aligned with its mission and strategic plan.



Brittany Hacker
Bolder Advocacy Counsel

Brittany serves as Bolder Advocacy counsel at Alliance for Justice. Prior to joining AFJ, she worked as a VOCA family law attorney with Legal Services of Northern Virginia where she represented survivors of domestic violence and children with disabilities. She began her career clerking for The Honorable Michael S. Nachmanoff in the U.S. District Court for the Eastern District of Virginia.



Jamaal Lockings
Dorot Fellow

Jamaal is a Dorot fellow on the federal courts team at Alliance for Justice, where he champions the nomination and confirmation of highly qualified, fair-minded, and diverse individuals to the federal bench.

NEW ENERGY AT AFJ



Melissa Marichal Zayas

Bolder Advocacy Counsel

Melissa serves as Bolder Advocacy counsel at Alliance for Justice. In this role, she helps nonprofit organizations expand their capacity to pursue their policy goals by educating them on the state and federal rules governing advocacy and election-related activities.



Jaylin McClinton

Building the Bench Counsel

Jaylin is a Building the Bench counsel for the Alliance for Justice, responsible for overseeing our judicial nominations process. A first-generation lawyer, Jaylin has worked in politics, public service, and advocacy, including roles with the Obama Foundation and White House Internship Program. He remains committed to mentoring and advancing social justice.



Shayna Orensztein

Bolder Advocacy Senior Program Coordinator

Shayna is the senior program coordinator for the Bolder Advocacy program. She coordinates workshops and trainings and provides administrative and programmatic support to Bolder Advocacy.



Abeke Teyibo

Digital Communications Strategist

Abeke serves as a digital communications strategist for Alliance for Justice. With a proven track record of driving brand awareness, increasing website traffic, and generating leads, Abeke develops and executes content marketing strategies to engage target audiences and achieve objectives.

AFJ IN THE NEWS



BLOOMBERG LAW

Senator Kennedy's Judicial Pop Quizzes Trip Up Nervous Nominees

February 28, 2024



THE WASHINGTON POST

Upside-down Flag Flew at Justice Alito's House After Neighbor Dispute

May 17, 2024



AP NEWS

Senate Confirms 200th Federal Judge Under Biden as Democrats Surpass Trump's Pace

May 22, 2024



THE WASHINGTON POST

Supreme Court Ruling on Indiana Mayor is Latest to Weaken Corruption Laws

June 26, 2024



E&E NEWS

Biden Embraces Term Limits, Ethics Code for Supreme Court

July 29, 2024



POLITICO

The Fate of Biden's Supreme Court Proposal May Lie with Kamala Harris

July 31, 2024

AFJ IN THE NEWS



ROLL CALL

Biden Faces Hurdles to Match Trump on Judicial Appointments

August 28, 2024



THE NEW ORLEANS ADVOCATE

'Judicial Emergency:' Why Louisiana's Vacant Federal Judge Seats are Unlikely to be Filled Soon

October 5, 2024



THE WASHINGTON POST

How Trump Could Reshape the Judiciary (Again)

November 18, 2024



SF CHRONICLE

Biden Says He'd Veto Bipartisan Measure to Bolster Federal Judiciary

December 10, 2024



NY TIMES

White House Threatens Biden Veto of Bipartisan Bill to Add New Judges

December 10, 2024



CAPITAL B NEWS

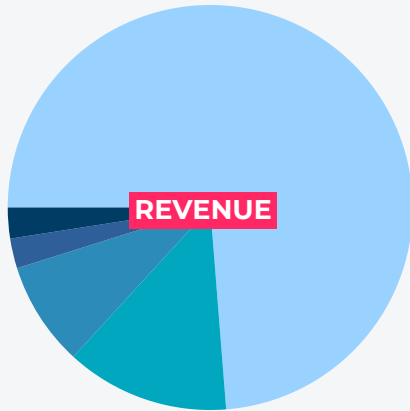
Biden Appoints 40 Black Women as Federal Judges, Breaking Record

December 10, 2024

AFJ FINANCIAL OVERVIEW

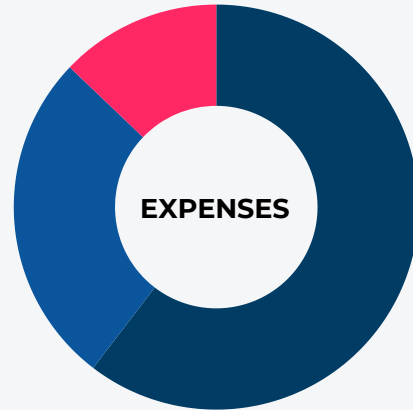
2024 REVENUE VS. EXPENSES

**Projected, cash basis*



- Foundations
\$5,752,500
- Individuals
\$1,019,145
- Bolder Advocacy
\$650,753
- Membership Dues
\$186,000
- Other*
\$191,928

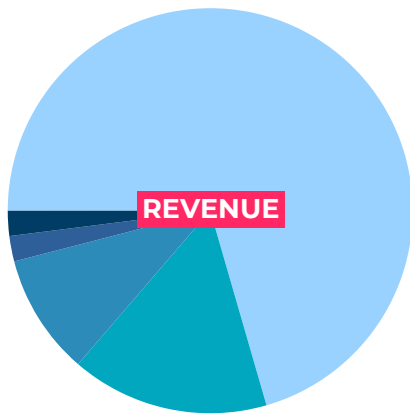
TOTAL REVENUE
\$7,800,326



- Program
60%
- G&A
27%
- Fundraising
13%

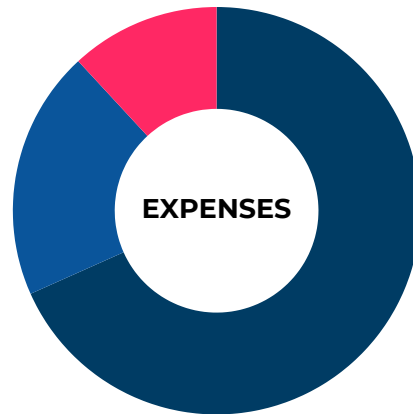
TOTAL EXPENSES
\$9,384,255

2023 REVENUE VS. EXPENSES



- Foundations
\$5,383,300
- Individuals
\$1,205,893
- Bolder Advocacy
\$736,895
- Membership Dues
\$154,929
- Other*
(\$152,593)

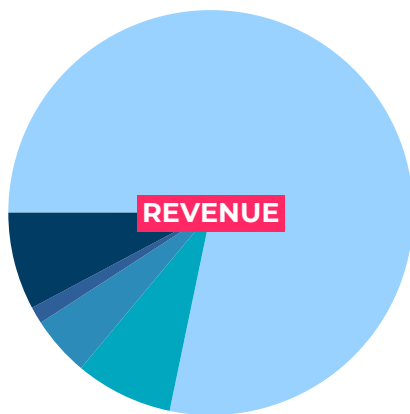
TOTAL REVENUE
\$7,633,610



- Program
68%
- G&A
20%
- Fundraising
12%

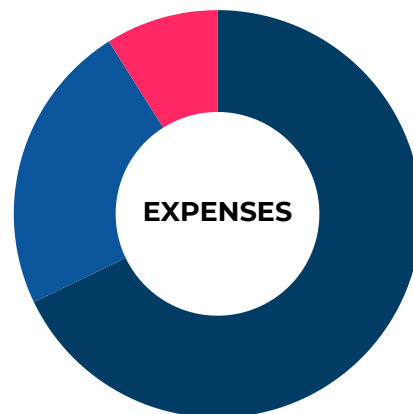
TOTAL EXPENSES
\$8,836,673

2022 REVENUE VS. EXPENSES



- Foundations
\$10,185,816
- Individuals
\$1,015,713
- Bolder Advocacy
\$623,009
- Membership Dues
\$177,223
- Other*
(\$1,012,650)

TOTAL REVENUE
\$10,989,111



- Program
68%
- G&A
23%
- Fundraising
9%

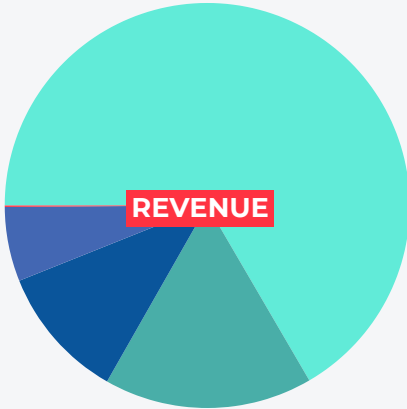
TOTAL EXPENSES
\$7,744,180

**Other revenue includes event income, rental income, contract revenue, other revenue, and investment income or loss.*

AFJ ACTION FINANCIAL OVERVIEW

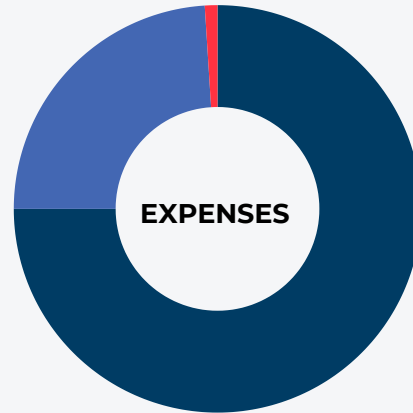
2024 REVENUE VS. EXPENSES

**Projected, cash basis*



- Grants \$588,000
- Contributions \$147,000
- Contractual Services \$94,500
- Event Income \$52,500
- Interest Income \$50

TOTAL REVENUE
\$882,050



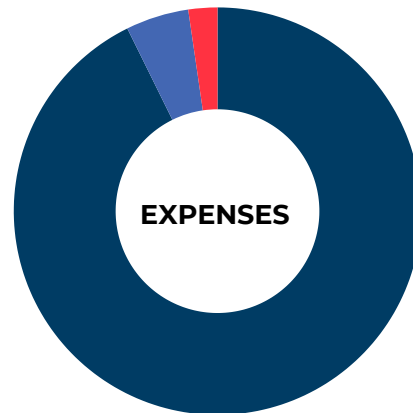
- Program 75%
 - G&A 24%
 - Fundraising 1%
- TOTAL EXPENSES**
\$406,333

2023 REVENUE VS. EXPENSES



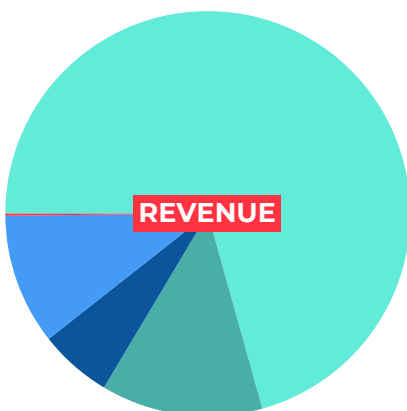
- Grants \$475,000
- Contributions \$260,740
- Contractual Services \$33,600
- Interest Income \$46

TOTAL REVENUE
\$769,386



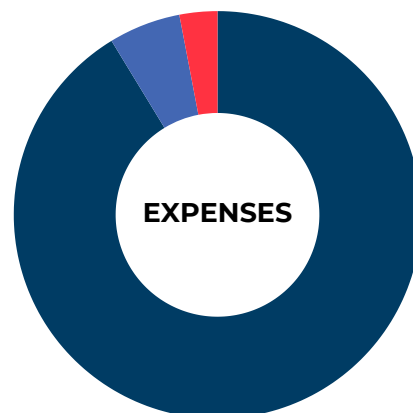
- Program 93%
 - G&A 5%
 - Fundraising 2%
- TOTAL EXPENSES**
\$578,144

2022 REVENUE VS. EXPENSES



- Grants \$425,000
- Contributions \$77,646
- Contractual Services \$35,000
- Miscellaneous \$62,843
- Interest Income \$64

TOTAL REVENUE
\$769,386



- Program 91%
 - G&A 6%
 - Fundraising 3%
- TOTAL EXPENSES**
\$702,177

**Other revenue includes event income, rental income, contract revenue, other revenue, and investment income or loss.*

Looking AHEAD

There is no glossing over it:

We are in for some dark days ahead. Those in our communities who were already most vulnerable face greater danger, and the bedrock principles of our democracy will be tried.

But know this: In our 45-year history, AFJ and AFJ Action have never backed down from a challenge.

Trump's first four years with a Republican Senate to buoy him — and the enduring legacy of the judges he put on the bench — paints the stark picture of the jeopardy we face. But those four years also revealed the creativity, persistence, and resilience of our movements.

AFJ and AFJ Action are ready to meet this moment in new ways that will demand that we vigorously defend the progress we have made.

We will mobilize our members, partners, and progressive movements to oppose the extremists Trump is lining up for the federal bench. Using our unique combination of research and advocacy, we will shine a light on the dangerous records of Trump's judicial nominees and sound the alarm to keep them off the bench. We will use every tool, from organizing to leveraging senate procedures, to delay and even defeat the worst of their nominations. We will also continue to monitor the sitting judges and justices to hold them to account for ethical violations and call for reform.

We will support the movements doing the daily work of organizing our communities and building power with our one-of-a-kind Bolder Advocacy resources to maximize their advocacy and stay safe amidst targeted attacks on progressive nonprofits. We will work side-by-side with grassroots groups to ensure that everyone has a voice in the policies that shape our lives. We will build out our newer curriculum on defending against political attacks, on-demand trainings, and state-level resources to leverage our power in state houses, Congress, and at the ballot box.

We will double down on state courts to hold the line against federal fascism. We will advocate for judges who come from the movements we serve to sit on our state courts, educate the public about how to weigh in on the judges who fill these benches, and continue to build a national network of organizations prioritizing these critical courts. We will discern the opportunities to diversify state benches based on possible upcoming vacancies and convene partners on the ground to identify diverse judicial nominees for these opportunities.

We will continue the long-term work to build the bench of future judges committed to democracy and equality. Through our work in the state courts and building power on the front lines with our members, we will identify some of the most talented and thoughtful lawyers around the country who will be ready for current state court openings and the federal bench in a new administration. And we will use our unique experience with the federal bench to help guide and prepare them for the future.

AFJ will support our 135+ diverse member organizations with unique access to advocacy and capacity-building resources. No matter their issue — from reproductive rights to LGBTQ+ equality to labor and economic justice and more — our members will face unique challenges in this new administration while advocating to make or defend progress at all levels of government. Our strength is rooted in our members, and we are stronger united.

And throughout it all we will build the long-term power to emerge, if not unscathed, stronger, and more committed to building a better tomorrow.

In short, we have hope and gratitude for this community and the power it brings to our work. Thank you.

THANK YOU TO OUR SUPPORTERS

AFJ FUNDERS

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Alpern Family Foundation
American Civil Liberties Union (ACLU)
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AFJ ACTION FUNDERS

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David Friedman & Paulette Meyer
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Justice Catalyst
Movement Voter Fund, a fund of Tides Foundation
National Education Association (NEA)
Service Employees International Union (SEIU)



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2024

