



Impact Report

2023-2025

**California Lawyers Association
California Lawyers Foundation**

Introduction

California Lawyers Association (CLA) and California Lawyers Foundation (CLF) are making a significant impact statewide through various efforts and initiatives designed to foster greater diversity, equity and inclusion (DEI), access to justice, civic engagement, promoting excellence and the administration of justice and the rule of law.

There has never been a more critical time for the legal profession to heighten its visibility and reinforce the critical role of lawyers in addressing matters of local, statewide, and national concern. Collectively, we have honed our focus since 2023 to present programs, resources and services that not only educate California's citizens, but also to garner greater visibility for important causes and issues affecting individuals in California and beyond under the CLA/CLF umbrella.

Through funding and a diverse volunteer base, we have been able to enhance and advance our programs, provide services to more of our community and continue to offer scholarships and fellowships to meritorious students, many of whom are from underrepresented segments of society. In this report, we detail a few of our most impactful accomplishments over the past three years (2023-2025). Our focus continues to center around the following main areas:

Access to Justice

Making the justice system more accessible to people in need across California.

Civics Education and Outreach

Educating Californians about the judicial branch, the role of the lawyer, and the rule of law.

Diversity, Equity, Inclusion and Belonging

Fostering an equitable legal profession that mirrors the population.

Here are updates on some of our most prominent ongoing programs.

ACCESS TO JUSTICE

California Free Legal Answers

Given the success of the pilot program in Northern California, in 2021, in collaboration with the American Bar Association, we expanded the service statewide. In 2024, the program fielded over 670 California attorney volunteers. The top three types of issues addressed by the volunteer attorneys were Family and Children related issues, Housing and Homelessness, and Consumer/Financial issues. Starting in 2025, administrative oversight of this program moved to the San Fernando Valley Bar Association from Legal Access Alameda.

Access to Justice Resources

For easy reference, we created a collection of resources where the public can find legal assistance with resources ranging from disaster relief services to other bar association programs throughout the state, and clinical programs at law schools, in addition to court self-help resources and other pro bono programs.

Pathway to Law

Recognizing the importance of a pipeline for the legal profession so that the profession reflects the people of California, CLF joined forces with the California Legal Pathways Collaborative (CLPC) and the 25, and growing, law academies throughout California. The law academies are programs within the high schools but with particular focus on civics and/or law related topics with the goal of increasing students' interest in the legal profession.

CIVIC ENGAGEMENT

Civic Engagement & Outreach

CLA's Civic Engagement and Outreach Committee (CEO) works to raise awareness about the importance of civic knowledge and participation for the legal community and community at large. The Committee creates civic education resources and materials and connects legal professionals with volunteer opportunities to deliver civic education programs to the community, particularly to students from kindergarten through 12th grade. Additionally, the CEO Committee organizes Law Day presentations in schools with civics-focused content. Other initiatives include the "Did You Know?" social media campaign, which presents engaging civic education topics to the public in a fun and easily digestible format.

Outside of the CEO Committee, its members are involved in many other civic engagement programs and activities hosted by CLA and CLF.

Annual Civic Education Luncheon

We continue to host an annual Civic Education Luncheon during CLA's annual meeting, a program designed to introduce elementary school students to the legal profession. Students learn about the three branches of government, the role of the judicial branch, and the importance of fair and equal interpretation of the law. They also learn about the roles of judges and attorneys and gain insights into their career paths. Students practice critical thinking skills by applying a fictional law. From 2023 to 2025, CLA/CLF hosted over 100 students at each luncheon, with the support of 40 volunteer judges and attorneys. The program has been a resounding success and stands out as one of the highlights of the CLA annual meeting.

“What Do Lawyers and Judges Do” Comic Book

Our educational comic book, “What Do Lawyers and Judges Do” is one of our most highly acclaimed resources. The copies are produced in English and Spanish and continues to be a popular resource for teachers and civics educators. For 2026, we are working to update the materials.

“When You Turn 18” Handbook

Designed to help new adults understand their rights and responsibilities, the popular “When You Turn 18” handbook, which was originally published by the State Bar, was reintroduced by CLF with the assistance of CLA attorneys. This is the most requested resource from schools, PTA’s, judicial organizations, and others who use this resource as a basis for their civics education discussions in schools.

Know Your Rights Public Service Videos

In 2023 and 2024 we commissioned a third-party agency to produce a series of short public service videos outlining individual rights and interacting with the police.

Signature Speakers Series

CLF hosts a regular Signature Speaker Series focused on improving the legal profession and enhancing the practice of law. Past programs have covered a wide range of topics including civic engagement, civility and ethics in the legal profession.

Partnership with the Judicial Council: Power of Democracy Civic Learning Initiative

Since the early days of CLA and CLF, we have partnered with and supported the Judicial Council's Power of Democracy Civic Learning Initiative and its predecessor entity, The Power of Democracy. This is the civic learning initiative led by the Chief Justice of California focused on civic education in grades K through 12. CLF provides financial support for the Power of Democracy's operations and programs, which include its Judges in the classroom program and annual Civic Learning Awards. CLA/CLF has also featured the Power of Democracy and its work during our Civics Education Luncheon at the CLA annual meeting. We continue to partner with Power of Democracy, and they use CLA/CLF materials for use in their programs

Partnership with California Judges Association: Judicial Independence

We partnered with the California Judges Association (CJA) to create a greater understanding of judicial independence, judicial impartiality, and the third branch of government. As part of this collaboration, CLA participates as a member of CJA's Judicial Coalition (JFC).

CLF also granted funds to the JFC to develop and execute a public relations and social media strategy around judicial independence to get the word out beyond the legal community. In 2025, CLA and CLF supported the JFC in presenting a series of regional town halls for members of the public to learn more about the role of the judicial branch, foster a greater understanding of the legal system, and create greater transparency between the judiciary and the public.

Attorney Volunteer Opportunities

To help encourage CLA members to participate in civics education initiatives throughout the state, CLA has a list of volunteer opportunities that attorneys can get involved with, including programs serving students from kindergarten through high school and other community opportunities as well.

Access to Justice and Education

CLA, through its sections and in collaboration with CLF, supports several diversity scholarships including the following:

- The Inclusion & Diversity Fellowship program is a joint effort by CLA and the CLA Antitrust and Unfair Competition Law Section. The Fellowship provides training,

mentorship, and career opportunities for students from underrepresented groups in the legal profession, increases interest in antitrust and unfair competition law, and promotes the work of the Section.

- CLA's Environmental Law Section's new Diversity & Inclusion Fellowship Program gives law students a chance to spend 8 to 10 weeks over the summer practicing environmental, energy, land use, and/or natural resources law at a participating government agency or public interest organization. Each participant receives a stipend. The Section assists students with placement at the governmental agency or public interest organization and matches the Fellows with mentors who practice in the field. The Section also coordinates gatherings and provides opportunities for Fellows to meet other Section members and attorneys who practice in environmental, energy, land use, and natural resources law fields, and it invites each Fellow to attend the Section's Environmental Law Conference at Yosemite® in October following the Fellowship with free conference registration.
- The CLA Labor and Employment Law section awarded scholarships to diverse law students each year. The scholarships provide funding to diverse law students to engage in legal endeavors in an employment or labor related field that are non-compensated or undercompensated.
- The CLA Litigation Section awards scholarships annually, in conjunction with affinity bars from around the state. Some examples of the partnerships with affinity bars are Charles Houston Bar Association, APABA Silicon Valley, East Bay La Raza Lawyers Association, Bay Area Lawyers for Individual Freedom, Black Women Lawyers of Los Angeles, California Indian Law Association, California Change Lawyers, and California Association of Black Lawyers.
- CLF's California Legal Pathways Collaborative (CLPC) partners and supports 25 high school law academies. The academies enroll over 3,000 students as of academic year 2025-2026 and focuses on civics education. CLPC also hosts an annual Legislative Day for students in Northern California. In 2025, almost 300 students learned about the legislative process from speakers and about the judicial system from judges. CLPC's approach goes beyond merely providing educational material but also provides comprehensive support in the form of mentorships with attorneys and judges, as well as administrative support.

- CLA has outreach programs with affinity bars to increase collaboration and opportunities for underrepresented attorneys and provides support to one of the largest affinity bars in the state.

DIVERSITY, EQUITY, INCLUSION and BELONGING

We believe a diverse profession creates greater public trust and confidence in the legal profession and judicial system and is more reflective of today's demographics. A diverse legal profession is better able to serve its population. The United States population is getting older and more diverse. In 2020, approximately 19% of the U.S. population is Hispanic while in California, that number is approximately 40%.

We continue to focus on supporting and collaborating with affinity bars around the state. Some examples are:

Multi-cultural Bar Association
Black Women's Lawyers of Los Angels
Black Women's Lawyers of Northern California
Region IX of the National Bar Association
Santa Clara County Black Lawyers Bar Association
Black Women's Lawyers Bar Association
Charles Houston Bar Association
John M. Langston Bar Association
Richard T. Fields Bar Association
Minority Bar Coalition
Wiley M. Manuel Bar Association
Asian American Bar Association
California Association of Black Lawyers
Earl B. Gilliam Bar Association
Bay Area Lawyers of Individual Freedom
East Bay La Raza Lawyers Association
La Raza Lawyers Association of San Francisco
Filipino Bar Association of Northern California
Asian/Pacific Bar Association of Sacramento
National Filipino American Lawyers Association
Cruz Reynoso Bar Association
Disability and Inclusivity Bar Association of Sacramento

On the educational front, we continue to offer scholarships, fellowships and grants advancing opportunities for students of diverse backgrounds. We also partner with affinity bars to jointly fund diversity scholarships to deserving law students.

In addition to the traditional law student route, we have extended the legal pipeline to high school students through our California Legal Pathways Collaborative (CLPC) Law Academies, engaging students at a younger level. Many of the CLPC academies are part of the broader California Partnership Academies (CPAs) model that exist for other professions. In 2023, CLF started with 23 law academies from around the state. Each academy received financial, technical and professional support from the legal community through volunteer attorneys and judges. The academies are seeing a growth surge with two additional law academies coming online in 2025 with over six more academies under development.

CLPC brings the legal profession to the high schools. We offer:

- Professional Development
- Student Programming
 - Mentoring
 - Internships
 - Mock Trial
 - Law Day/Constitution Day
- Pathway Partner Relationships
 - Advisory Councils
 - Outreach
- Strategic Planning



Below is the current list of High Schools in the California Lawyers Foundation CLPC program. We are especially proud we have a law academy in the Fresno County area of the state (Bullard H.S.).

Florin High School
Luther Burbank High School
McClatchy High School
Jesse Bethel High School
DeAnza High School
Deer Valley High School
Oakland Tech High School
Oakland High School
Richmond High School

Andrew P. Hill High School
Yerba Buena High School
Pacific Law Academy
Bullard High School
Juan Cabrillo High School
Narbonne High School
Pasadena High School
Roosevelt High School
Washington Prep High School

Woodrow Wilson High School
Highland High School
Santa Ana High School
El Dorado High School
John W. North High School
Valley View High School
Crawford High School

***working on others in the pipeline*

Some photos of students attending the 2025 Legislative Day in Sacramento, which had six high schools and 300 students attending.



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CALIFORNIA
LEGAL PATHWAYS
COLLABORATIVE

CALIFORNIA LEGAL PATHWAYS COLLABORATIVE (CLPC) LEGISLATIVE DAY 2025
CALIFORNIA STATE CAPITOL



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CALIFORNIA
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CALIFORNIA LEGAL PATHWAYS COLLABORATIVE (CLPC) LEGISLATIVE DAY 2025
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CALIFORNIA LEGAL PATHWAYS COLLABORATIVE (CLPC) LEGISLATIVE DAY 2025
CALIFORNIA STATE CAPITOL



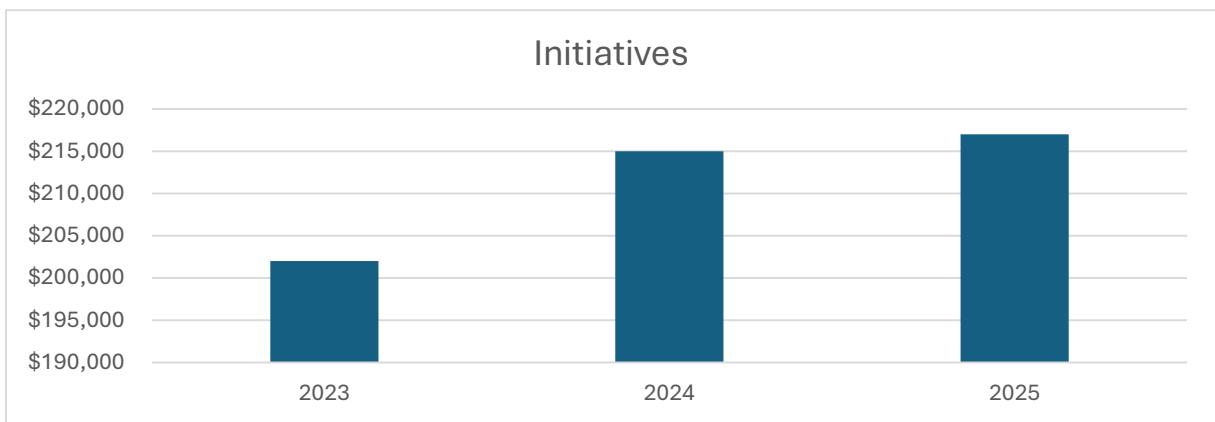
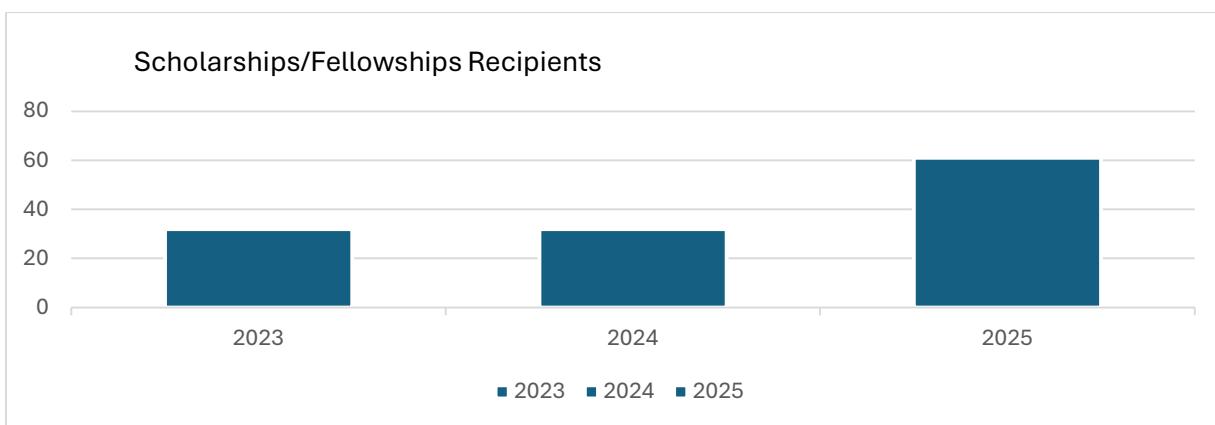
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LEGISLATIVE DAY 2025
CALIFORNIA STATE CAPITOL

Below are some graphs illustrating the impact CLA and CLF is making in the state over the past three years. The impact is real. We have Californians who attended high school law academies who go on to colleges, law schools on scholarships, and are now contributing members of the legal profession. Our focus on supporting a 'pipeline' is showing positive results.

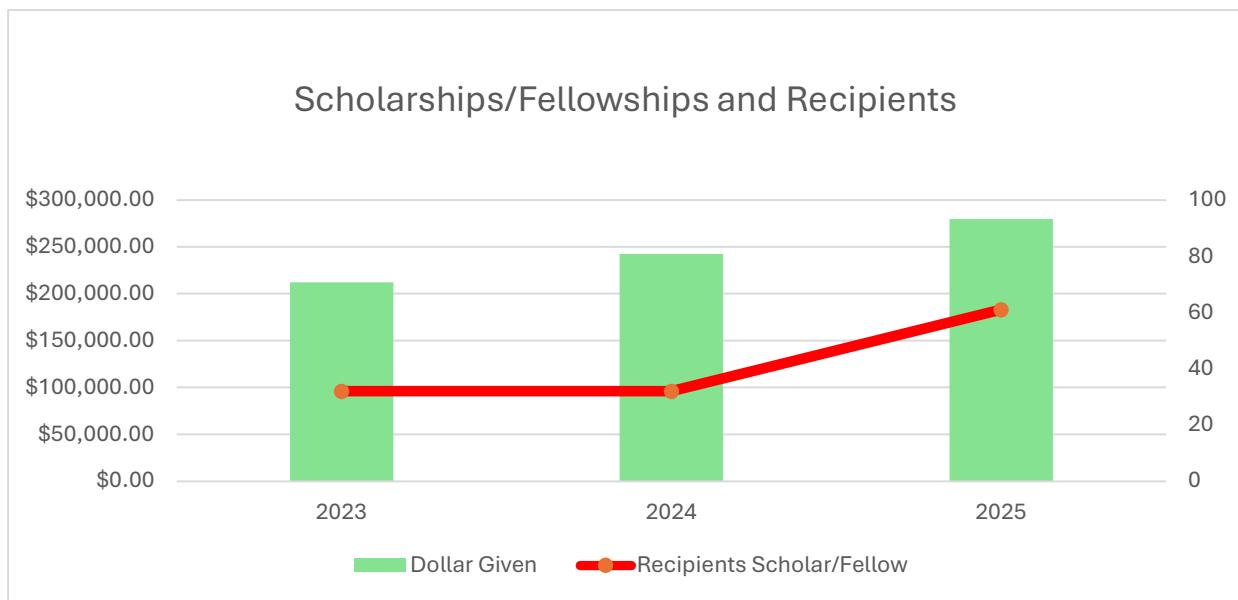
An example of the success of this 'pipeline' approach can be seen in this video which can be seen at the bottom of the page (<https://calawyersfoundation.org/>). This video will also provide a good idea of the impact we are making (<https://www.youtube.com/watch?v=oQ5ewJ1i0pc>).

By the Numbers



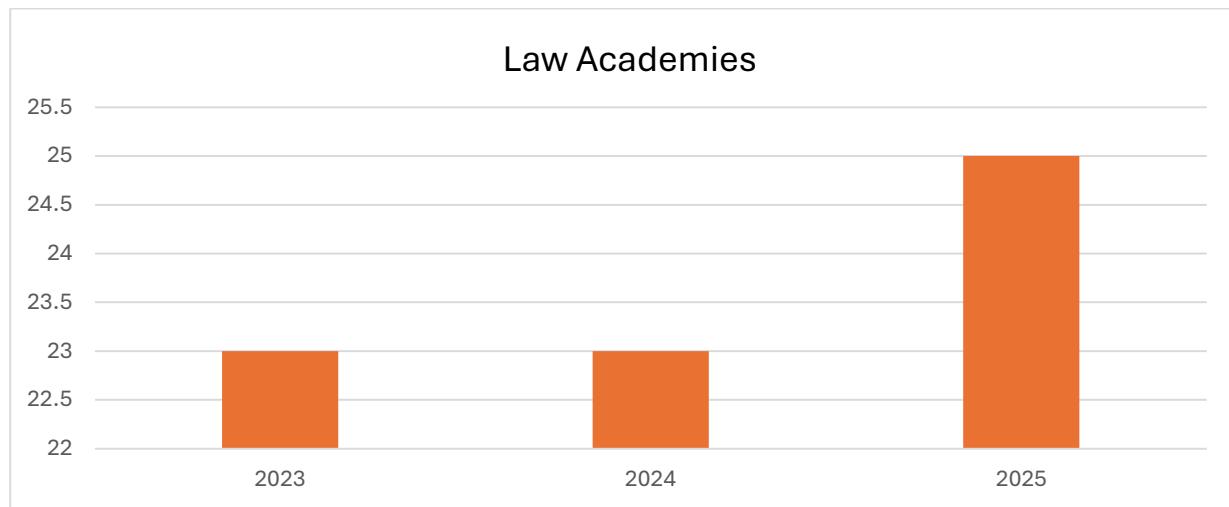
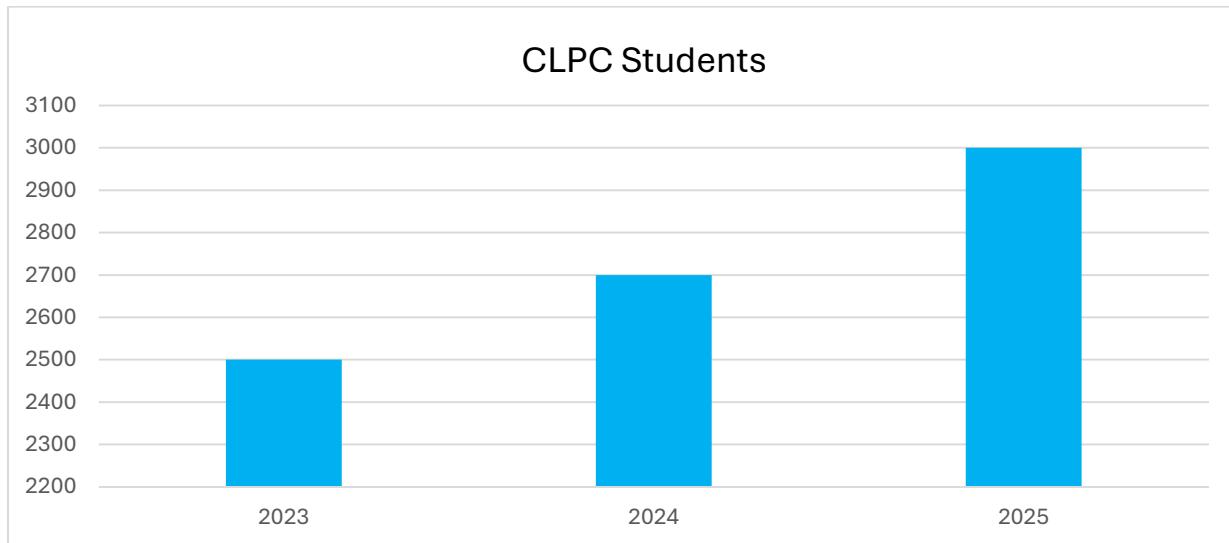


We have been fortunate to increase scholarships, fellowships, and initiatives funding which directly impacting an increasing number of students. As part of our collective commitment, we have dedicated staff to support access to justice, civics engagement, and diversity, equity, inclusion and belonging. Note: due to a system change not all data were available in 2023.



Recognizing the importance of reaching students at a younger age, we started reaching out to high school students via the law academies program within the state's high school system. The program with the law academies, the California Legal Pathways

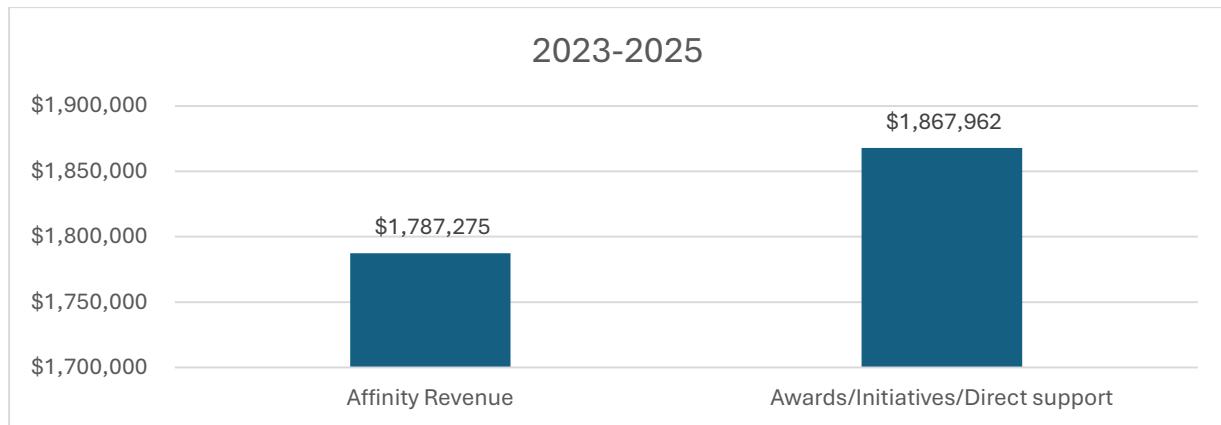
Collaborative (CLPC), has grown under the umbrella of California Lawyers Foundation, in terms of students served and institutions in the system. We currently have 25 academies in the system, with many high schools expressing interest in joining.



2025 was the first year we were able to collect some data for the law academy graduates. In that year, we saw 737 law academy seniors graduate from high schools. Of this group, 161 completed a survey question regarding attending college with 28% saying "Yes" and 72% saying "No".

Affinity Funds – Receipt and Expenditures

In total, over a three-year period, CLA and CLF received approximately \$1.7 Million dollars from the affinity programs and spent approximately \$1.8 Million to support their respective diversity, equity and inclusion, access to justice and civic engagement efforts in the form of scholarships, fellowships, grants/initiatives and direct staff support. Excluded from the expenditures are indirect costs related to marketing, technology, web, free webinars and registration. Note: Due to a system change, not all data were available for 2023.



In addition to in-person support, CLA and CLF continue to set aside resources to support free webinars. The below is illustrative of CLA and CLF's commitment, excluding costs associated with program development time and cost, staff support time and costs and infrastructure expenses. Note: Due to a system change, not all data were available for 2023 and 2024.

October-December 2024: 1,677 registrations

Equivalent value: \$92,235

January-December 2025: 5,476 registrations

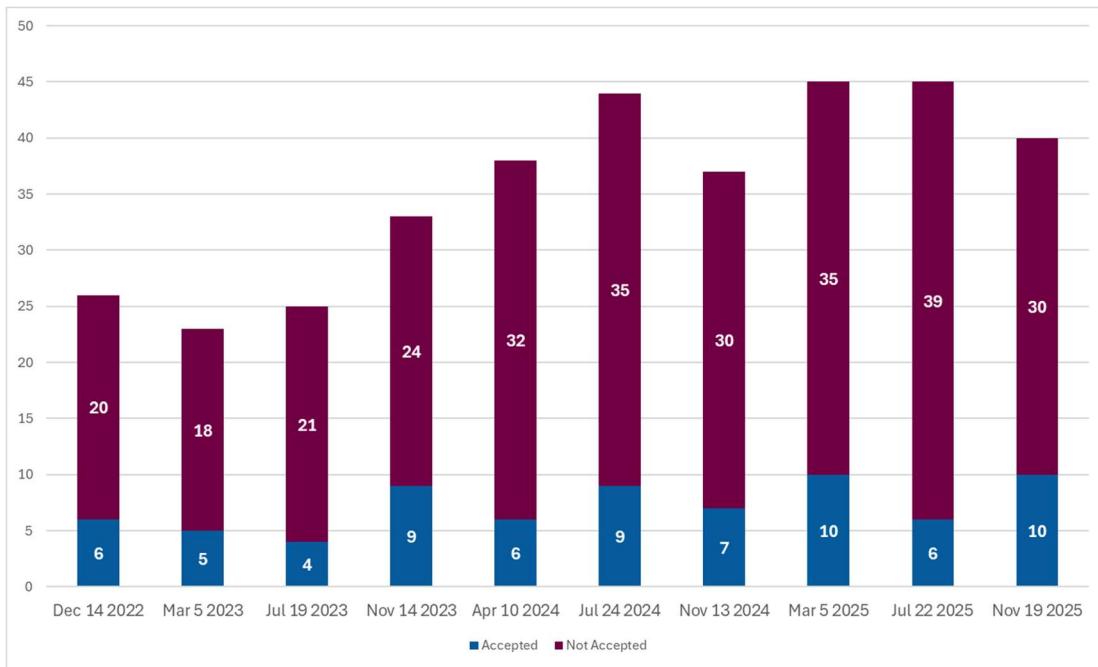
Equivalent value: \$301,180

DEI/Civic Engagement/Access to Justice Webinars 2025: 78

In addition to offering scholarships and fellowships to students and offering free webinars across the state, CLA also sponsors mentorship programs to young attorneys.

An example can be seen with the Taxation Section of CLA.

CLA Taxation Section Mentorship Program Invitations Accepted and Not Accepted by Year



CLA offers a program providing free, limited-scope legal advice for appeals before the Office of Tax Appeals (OTA). This initiative helps taxpayers navigate the substantive and procedural aspects of tax law essential for their appeals. It is designed to assist those who cannot afford an attorney. OTA informs eligible taxpayers about this opportunity and directs interested individuals to contact CLA to schedule an appointment with volunteer attorneys.

Conclusion

CLA and CLF are proud of the impact we are making within California

We are proud of our leaders and volunteers for all that we were able to accomplish individually and collectively in a difficult period. There is still much work to be done as evidenced by requests to join our law academies, by requests for increased scholarship funding, by requests to support non-profit organizations, and by requests to increase support of the judiciary. In these challenging times, we remain committed to our

missions. We are proud of the role we have served these past several years as conveners, content-developers, resource curators, educators, and stewards of programs and initiatives addressing issues of concern to attorneys, legal professionals, and all Californians.