

HUMAN RIGHTS INITIATIVE — OF NORTH TEXAS —

ANNUAL REPORT FY20

THE MONUMENTAL TRIUMPH OF ESCAPING ABUSIVE
ENVIRONMENTS OFTEN DEMANDS EVERYTHING FROM
SURVIVORS.

WE'RE HERE TO HELP.



FISCAL YEAR 2019-20
July 1, 2019-June 30, 2020

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*Please note: all artwork appears from RYHO19-20

LETTER FROM THE EXECUTIVE DIRECTOR

2020 is HRI's 20th year of operation.

IT'S STRANGE TO BE CELEBRATING a milestone when our nation and each one of us grapples with a profound health, economic, and moral crisis. COVID-19 has changed so much, but the immigration system grinds on. As an essential business, we continue to come into the office as necessary so that our clients' cases can move forward. Some of our clients are frontline health workers, providing the care so many need. Others have been hit hard by the health and economic impacts of the public health disaster. Thanks to your generosity, our staff are busy distributing emergency aid like grocery cards, toiletries, and rent and utility assistance.

WHENEVER POSSIBLE, WE ARE WORKING REMOTELY to protect everyone's health and safety. We're grateful to have that privilege—one that so many, including the people warehoused in immigration detention centers and criminal custody, do not. In this moment, we've been honored to join our voice with our siblings calling for their release. Detention and incarceration should not be a death sentence.

OF COURSE, THE PANDEMIC HAS HIGHLIGHTED another interconnected moral crisis: the murder of black people by police officers across the country and the persistent oppression of white supremacy. We're inspired by the young black leaders pushing for change in our communities, and we're honored to add our voices to the thunderous reverberation that Black Lives Matter. We continue to evaluate the ways in which we invest our resources and build our programming to create anti-racist spaces and platforms for our black clients. That work is inexorably tied to the battle against the white nationalism that threatens our clients' rights through the immigration process, as evidenced recently by announced policy changes that threaten the entire asylum law system.



IN THE MIDST OF THIS CHALLENGING MOMENT, we were visited by a personal tragedy: the loss of our co-founder Serena Connelly to cancer. Serena was beloved by our entire staff and Board (and many of you, who honored her with your gifts to us). I have never known a better person than Serena and it is a profound loss to HRI, to our community, and to me personally.

HOWEVER, IN THIS CONTEXT, we have much to celebrate. Your generosity has enabled us to provide the highest quality legal and social services to our clients, who are some of the most vulnerable people in this country, for the last 20 years. We continue to win cases with our great pro bono lawyers. And even during an economic turndown and a pandemic, we have had an outpouring of support from volunteers: translators, doctors, and bi-lingual volunteers making calls to our clients. We are profoundly grateful.

A handwritten signature in black ink, which appears to read 'Bill Holston'.

Bill Holston
Executive Director, HRI



ABOUT HRI

MISSION

HUMAN RIGHTS INITIATIVE OF
NORTH TEXAS EXISTS TO SERVE
IMMIGRANTS WHO HAVE SUFFERED
HUMAN RIGHTS ABUSES WITH
FREE LEGAL SUPPORT
AND SOCIAL SERVICES.

VISION

WE BELIEVE HUMAN RIGHTS
SHOULD BE GUARANTEED AND
HUMAN DIGNITY SHOULD BE
DILIGENTLY PROTECTED.
WE ENVISION A COUNTRY THAT
EMPOWERS IMMIGRANTS AND
WELCOMES THEM INTO OUR
COMMUNITIES AND HEARTS.

WWW.HRIONLINE.ORG

BACKGROUND

Founded December 1999 by social worker Serena Simmons Connelly and lawyer Elizabeth Healy, the Dallas-based Human Rights Initiative of North Texas has grown into an award-winning agency helping immigrant survivors of human rights abuses from all over the world. Our courageous and resilient clients are eligible to apply for legal status under the humanitarian provisions of United States immigration laws and policies: they are asylum seekers fleeing persecution; children who have been abandoned, abused, or neglected; and victims of family violence and violent crimes. HRI's Legal team partners with a network of over 250 pro bono attorneys from top DFW firms and corporations to help clients access the U.S. Immigration System, and our Social Services team offers transitional support and referrals to help address trauma and ease the hardships of profound displacement. At HRI, all services are free, and all are designed to help forge a path to safety, stability, and opportunity. For more information, visit www.hrionline.org.

MODEL

Human Rights Initiative is proud of our innovative and efficient model: to provide the highest quality services at no cost to clients, HRI pairs in-house expertise with an extensive volunteer network. HRI recruits, trains, and supports pro bono attorneys, medical professionals, translators, mentors, interns, office and event volunteers, and others.

FY2020

7/1/2019 - 6/30/20

14

full-time staff

414

pro bonos & non-legal volunteers

SERVING

612

people with legal services

1155

people with social services

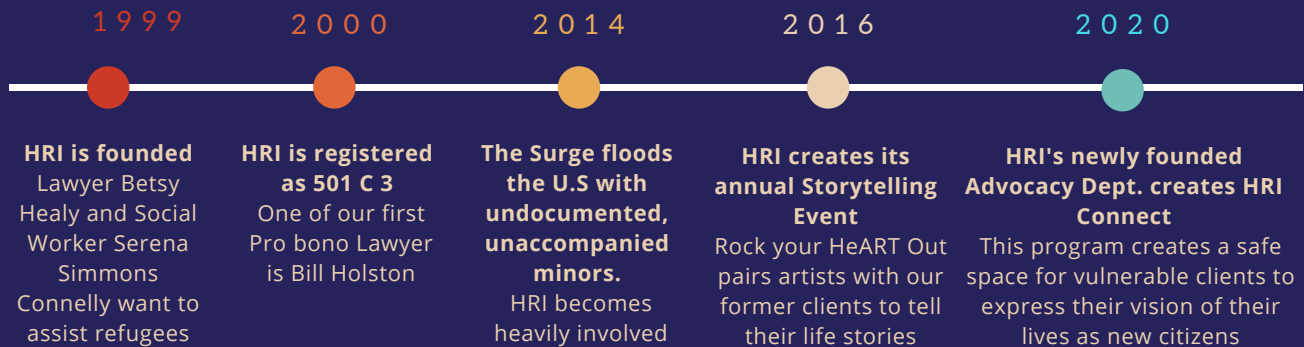
CELEBRATING OUR 20TH ANNIVERSARY!

DECEMBER 2000 - DECEMBER 2020

We believe human rights should be guaranteed and human dignity should be diligently protected. We envision a country that empowers immigrants and welcomes them into our communities and hearts.

214.855.0520
info@hrionline.org
www.hrionline.org

A TIMELINE



PROGRAMS



BUSINESS MODEL

**Pro Bono
Lawyers**

**Non Legal
Volunteers**

Fundraising

**Engagement &
Outreach**

**Community
Partnerships**

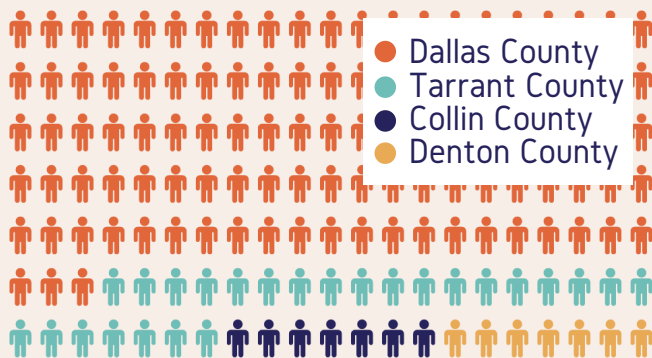
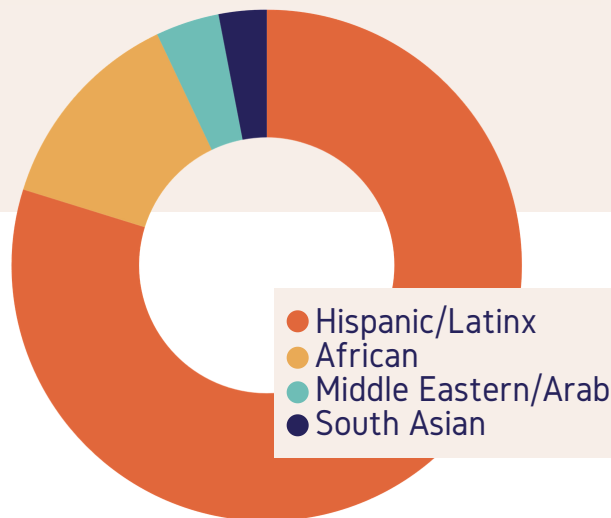
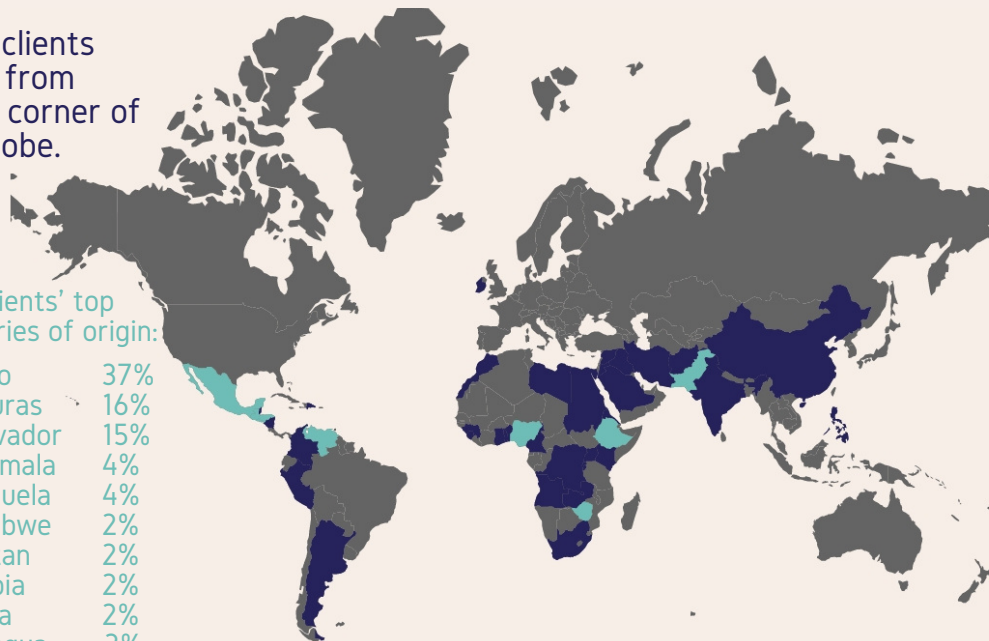


HRI's clients
come from
every corner of
the globe.



Our clients' top
countries of origin:

Mexico	37%
Honduras	16%
El Salvador	15%
Guatemala	4%
Venezuela	4%
Zimbabwe	2%
Pakistan	2%
Ethiopia	2%
Nigeria	2%
Nicaragua	2%
DRC	2%
Burundi	1%
Egypt	1%
Afghanistan	1%
Cameroon	1%
Uganda	1%



County of Residence

FY 2020 CLIENTS: A SNAPSHOT



21%

ages 0-18

72%

ages 18-50

7%

ages 50+



OUR WORK IN CONTEXT



Black Lives Matter. Immigrant Rights Are Human Rights.

The only context we need in a year like this one is a common refrain: white supremacy.

Our fiscal year closes amidst a once-in-a-lifetime pandemic, which has dramatically and disproportionately attacked the health and livelihoods of communities of color. Immigrant communities are fighting on the front-lines: they are treating our sick, feeding their neighbors, ensuring public spaces are clean.



Pre-Pandemic Times:

HRI's team of pro-bono lawyers with our asylum client right after the court ruled in her favor.

And yet mixed-status families have been excluded from receiving stimulus checks, simply because an undocumented person is listed on a tax return. Undocumented families have been left without protection against unemployment and remain limited in access to medical care. The consequences are dire: in March, 40% of households under \$40,000 annual income lost their jobs. Many of our clients are among them. Of the clients we've surveyed, 80% described themselves as food insecure because of COVID-related changes, because of COVID-related changes, and 90% requested aid with groceries or other living expenses.

The Administration is using this moment of tremendous suffering to permanently reshape our immigration system. News broke from the Wall Street Journal in May that "Senior administration officials are operating on the assumption that the public, during the pandemic, will be willing to accept new limits on immigration. That, in turn, presents the administration with an opportunity to pursue long-held goals to overhaul the immigration system in the name of public health and job protection for Americans."

Among these new limits: a total border shut-down, predicated on public health claims that non-administration public health officials dispute.



Proposed changes to further curtail the little access to asylum that remains. Proposed changes to cut away at access to the u-visa program. These layer atop the human rights atrocity that is the Remain in Mexico/Migrant “Protection” Protocols program, the “Safe” Third Country Agreements, the ban on seeking asylum after transiting through a third country. The cases that do make it through remain mired in the backlog, forcing years of unnecessary waiting without status, exposed to deportation.

These policies are ones borne of a racist, white supremacist vision for our society, engineered by the Administration and its Political Adviser Stephen Miller. But they are not an aberration; they are threads of a fabric that has covered this nation since its founding. That is the same fabric that has disenfranchised black and brown people in our country for so long.

In this environment, we continue fight alongside our clients to win their immigration cases and to secure their right to remain here, safely, in the United States. We’ve also doubled-down. We’re expanding the reach of our pro bono network to support asylum work for those who are stuck on the other side of our Southern Border. Our Social Services Department is delivering more direct aid than ever before. We’re investing resources in building programming so that our clients are leading the charge about how we advocate for change.

And we will continue to fight, whatever Administration remains in place, until our immigration system is one representing justice, equity, and **a vision of what America should be.**



D. escaped her abusive husband who routinely beat up their children and inflicted sexual abuse on her. HRI's Children's Program secured legal documentation for her two children. This photo was captured the day HRI confirmed her younger son's Green Card.

IV.

PROGRAMS: DESCRIPTIONS, GOALS & YEAR IN REVIEW

HRI's primary services are separated into three programs: **Asylum, Crime Victims, and Children's.**

All HRI clients are eligible to receive support through our Social Services Program and can participate in advocacy programs to address systemic barriers to achieving safety and stability.



Namiri
Adnan Razvi - RYHO20

Stories from the HeART: Rock Your HeART Out (RYHO) is an annual concert & art auction presented by HRI. RYHO celebrates HRI'S former clients who have successfully found safety and freedom, by letting visual artists tell stories of our clients' journeys through art.

LEGAL SERVICES: ASYLUM

The Asylum Program serves clients who are afraid to return to their home country because they believe they will be harmed or endure suffering because of their identity.

Our asylum clients receive legal representation for their asylum cases, which may be evaluated administratively by US Citizenship and Immigration Services or in court by an immigration judge.

A person who has fled his or her home and come to the United States is eligible for asylum if he or she can prove a well-founded fear of persecution based on race, religion, nationality, political opinion, or membership in a particular social group.

LEGAL SERVICES: CHILDREN'S

The Children's Program serves undocumented children who have been abandoned, abused, and/or neglected by one or both parents. We prioritize the most vulnerable children, so long as they are younger than 18.

Most Children's Program clients have landed in Dallas after a journey through Central America to the US Southern border, where the government has



K. was a teenager when she met her husband online, who sponsored her visa to the United States. Once she arrived, the marriage soon turned violent as her husband took to locking her up in their apartment, after beating her mercilessly. HRI's Crime Victims Program initiated K.'s paperwork based on a VAWA claim. K. received her documentation in 2018.

identified them as unaccompanied. HRI's Children's Program represents children first in family court, where a judge makes necessary findings of fact about abuse, neglect, or abandonment, and decisions about the child's best interests.

Once we secure the required documents in family court, we represent children in the administrative adjudication of their immigration applications. When necessary, we also help fight removal in immigration courts.

LEGAL SERVICES: CRIME VICTIMS

Clients in our Crime Victims Program are eligible for a pathway to legal status because they have survived certain serious crimes. Some clients are protected under the Violence Against Women Act because they were the spouse or child of an abusive U.S. citizen or green card holder; others are protected through the U-Visa program because they were the victim or witness to a qualifying serious crime, which they helped law enforcement investigate or prosecute. We represent these clients in the administrative adjudication of their immigration applications.



S. found her way to HRI after her foster mother, who stepped into help through Catholic Charities, contacted us. After relentlessly working on her case for 4 years, HRI was able to give S. the good news: a Green Card! S. is now attending college.

SOCIAL SERVICES

The Social Services department provides supportive services to clients awaiting resolution of their legal cases. This includes identifying a family's most urgent needs, linking them to our community partners, and services and providing expert advocacy and guidance when they encounter challenges and barriers to obtaining documents and services.

Our services include:

- ESL classes
- Youth Empowerment Program (YEP), an educational program offering guidance for immigrant teen youth
- Job readiness/employment workshops
- Holiday Wish Program, which provides free gifts and grocery cards to our families in need during the holiday season
- Essentials for Life Program, which provides toiletries, items for babies, and hygiene and other essential supplies throughout the year.

TOP SOCIAL SERVICES NEEDS



Essentials
(housing, food,
clothing,
toiletries)



Medical (including
dental & mental
health)



Childcare



Help obtaining
driver's licenses
& documents



Education

In-Kind donations:

- Water bottles
- Beans
- Rice
- Potatoes
- Sandwich bread
- Canned goods
- Non-perishable snacks. (Granola bars, crackers, peanut butter, etc.)
- Paper bags or drawstring bags to organize toiletries
- Toiletries

ADVOCACY AND COMMUNITY EDUCATION

The Advocacy Program works in partnership with clients to build programs that address systemic barriers to safety and stability. Our programs include:

- HRI Connect/Conexión HRI, where HRI's current and former clients work together to create change in their communities.
- Youth Council, where HRI's teen clients explore the ways they can create change in their communities.
- #MeWe, a healing and empowerment-based storytelling program delivered in partnership with #MeWe International

Goals for the Advocacy Program include:

- Build programs that empower our clients to drive our advocacy strategies and have power over the systems they are navigating
- Be an authoritative local and regional voice ensuring that issues affecting our clients are meaningfully reported and understood by the public
- Be recognized as a service by potential clients, especially in North Texas communities outside of Dallas and in non-Latino communities
- Reduce barriers for our clients impeding their success in the United States

Reduce barriers for our clients impeding their success in the United States.



directly reached through presentations, collaborative actions, clinics, workshops, and educational programs.

VOLUNTEER RECRUITMENT AND TRAINING

Partnership is at the heart of everything we do at HRI.

A dedicated Volunteer Director recruits and cultivates volunteers, oversees the matching of clients and pro bono attorneys, and supervises interns and non-legal volunteers, who provide medical assistance, mental health support, translation and interpretation, and much more. Once matched, pro bono attorneys are trained, supported, and supervised by Legal Department Directors. To support these efforts, HRI offers regular Continuing Legal Education programs and monthly volunteer trainings. All volunteers must consent to and pass a background check and sign a confidentiality agreement.

Pro Bono Attorneys



310 people



5272.35 hours



Valued at \$2,735,718.39

non-legal volunteers



104 people



3731.85 hours



Valued at \$101,506.32

CELEBRATING HRI'S 20TH ANNIVERSARY



MEET ONE OF OUR FIRST EVER VOLUNTEERS!

"I first heard about HRI through the Public Service Program at The Dedman School of Law. We had to fulfill certain volunteering credit hours as a graduation requirement and I chose HRI. As I sat through intake interviews with Bill and Betsy, I was shaken by the stories of my fellow immigrants and realized the hope that America held for them - a life away from torture and abuse.

I am delighted to see that HRI has grown into such a thriving organization and living up to its name."



BIPASHA MUKHERJEE

VP - Associate General Counsel
Cinemark

PARTNERSHIPS AND COLLABORATION

HRI BOARD OF DIRECTORS

HRI's board members bring a wealth of legal, business, and nonprofit management expertise to the organization. They are executives at national and multinational corporations, lawyers at corporate and specialty law firms, and leaders in the nonprofit and philanthropic community.

Each year, current Board members identify the skills and perspectives needed and generate prospective members. The Pro Bono Association is another significant source of potential leadership, as are members of our coalition partners.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Company provides equal employment opportunities to all employees and applicants without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation in accordance with applicable federal, state and local laws. In addition, the Company complies with applicable

SOME OF OUR COMMUNITY PARTNERS INCLUDE:



**BREAK
BREAD,
BREAK
BORDERS**

state and local laws governing nondiscrimination in employment in every location which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Cooperative and Collaborative Relationships

HRI leadership is actively involved in the North Texas Immigration Coalition, Force for Immigrant Rights and Empowerment Coalition (FIRE), ASISTA, and a number of local, statewide, and national coalitions and working groups that collectively strategize and exchange information regularly. We sustain regular outreach to faith communities and have spoken to Methodist, Presbyterian, Episcopal, and Unitarian churches as well as synagogues.

HRI's Social Services Director has developed collaborative relationships with over 140 North Texas nonprofit agencies. Some of our strongest relationships include: Catholic Charities in Dallas and Fort Worth, Mosaic Family Services, DASH Network, Agape Clinic, Genesis Women's Shelter, Hope's Door, and Momentous Institute. More recently, HRI has begun working more closely with Family Compass, Jewish Family Services, New Life New Friends, youth and Family Centers within DISD, and the Dallas Children's Advocacy Center.

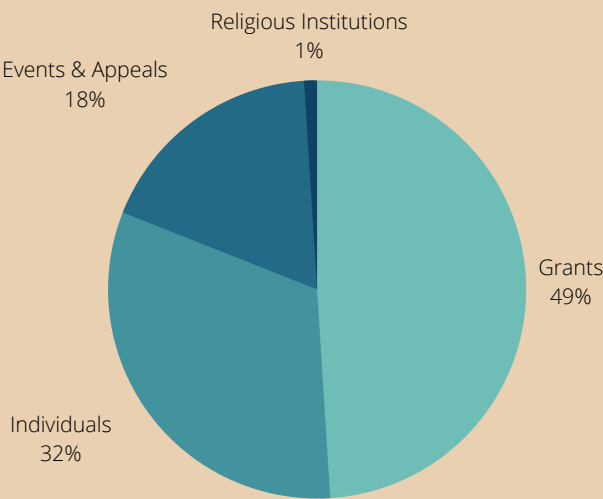


FUNDRAISING

TOTAL INCOME
\$1,350,252.24

TOTAL EXPENSES
\$736,813.03

NET ORDINARY
INCOME
\$613,439.21

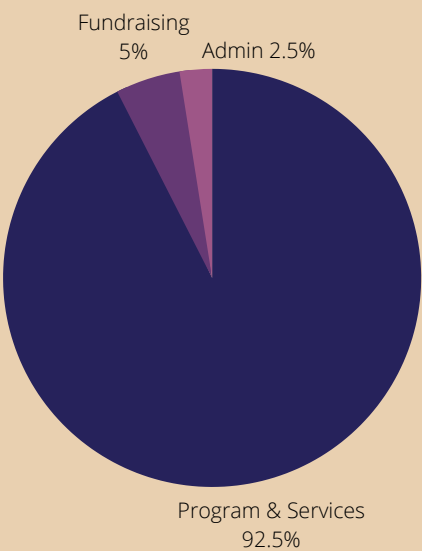


FY2020 INCOME

*Institutional support includes sponsorships from corporations and law firms, as well as any gifts from religious institutions

Grants over \$10,000 awarded in FY 2020

- Harold Simmons Foundation: \$250,000
- G. Rollie White Trust: \$100,000
- Meadows Family Foundation: \$95,000
- VERA Institute for Justice: \$93,000
- City of Dallas, CARES Act: \$56,000
- George and Fay Young Foundation: \$45,000
- TX Women’s Foundation: \$30,000
- MAVS Foundation: \$25,000
- TX Women’s Foundation Resilience Fund: \$15,000
- Deena Jo Heide-Diesslin Foundation: \$15,000
- CFT: \$10,000
- United Way Metropolitan Dallas: \$10,000
- Uber: \$10,000
- Philip R Jonsson Foundation: \$10,000



FY2020 EXPENSES

* Administrative costs include office supplies, postage, insurance, banking and professional fees



ARTISTS. TEACHERS. SOCIAL WORKERS.

THERE ARE MANY WAYS TO HELP!

ADVOCATE. EDUCATE. PARTICIPATE.





Participate in a Fundraiser!

SPONSOR + SUPPORT

ROCK YOUR HEART OUT

HRI's signature storytelling event

ANGEL OF FREEDOM

HRI's Volunteer appreciation and annual awards ceremony

HUMAN RIGHTS DAY

Celebrate international human rights day with a look back at our year!



Sunday in the Park With You
Daniel Avazpour - RYHO19-20

Donate a Service!

LEGAL + NON-LEGAL

PRO-BONO LAWYERS + VOLUNTEERS

Represent a client in any of our 3 legal programs or assist with cases!

VOLUNTEER

Translate documents. Teach an ESL class. Mentor high school students!

DONATE GOODS

Non-perishable items. Toiletries. Catering for our events. Toys. Clothing!

ADVOCATE!

JOIN OUR NETWORK!

CALLS TO ACTION

Help us spread information about immigration-related news and campaigns.

CAMPAIGNS

Interact with our organizational campaigns to lift our work!

SOCIAL MEDIA

Simply follow us on social media and engage with our posts!

IV.

APPENDICES

APPENDIX A: BOARD OF DIRECTORS

Sanjeeb Samanta, **Chair**
Alan Wright, **Vice Chair**
David Satterfield, **Treasurer**
Ashlie Alaman, **Director**
Greg Curry, **Director**
Tricia Freshwater, **Director**
Betsy Healy, **Co-Founder**
and Director
Anita Kelley, **Director**
Natalie Nanasi, **Director**
Carolyn Ruiz, **Director**

HRI'S ADVISORY BOARD FY20

Serena Simmons Connelly*
Kenneth Z. Altshuler, M.D.
Cecilia Boone
Patricia Cook, MD*
Lauren Embrey
Don Glendenning*
Amb. Swanee Hunt
Sarah Losinger
The Hon. Ann Margolin
Michael Meadows
Caren H. Prothro

*Honorary life members



Daughter of the Moon
Leticia Alaniz - RYHO19

Sanjeeb Samanta, Chair

Mr. Samanta is the founder & principle partner at Praxis Solutions International. His career spans leadership roles at Fortune-500 companies such as Texas Instruments, IBM, Technip, and PriceWaterhouse. He first volunteered at HRI in 2014, when he led a project with InterNations Dallas. He joined HRI's Board in 2016 and got appointed to the board in 2019.

Alan Wright, Vice Chair

Mr. Wright is a commercial litigator with Kilpatrick Townsend & Stockton. His first pro bono asylum case was 30 years ago; he has been an active pro bono with HRI since its inception. He joined the Board in 2017.

David Satterfield, Treasurer

Mr. Satterfield is a CPA in the aviation healthcare industry. He joined the HRI Board in 2019.

Natalie Nanasi, Secretary

Assistant Professor and Director of the Judge Elmo B Hunter Center for Victims of Crimes Against Women at the SMU Dedman School of Law, Ms. Nanasi is a former immigration attorney and refugee.

Ashlie Alaman, Director

Ms. Alaman is Senior Corporate Counsel at CyrusOne and an active pro bono attorney and Board member throughout the city, including the Parkland Foundation. She joined HRI's Board in 2018.

Greg Curry, Director

Mr. Curry is a partner in the Thompson & Knight Energy Litigation Practice Group, and he is active in the city, state, and national Bar Associations. He is a long-serving member of the HRI Board.

Tricia Freshwater, Director

Ms. Freshwater is a partner at the immigration law firm of Lopez & Freshwater, and an active member of the Hispanic Bar. She has served on the HRI Board since 2018.

Betsy Healy, Co-Founder and Director

Ms. Healy is a program officer at the Harold Simmons Foundation and a leader in the Dallas philanthropic and nonprofit community. She served as Executive Director at HRI from its founding in 1999 until 2005.

Anita Kelley, Director

Ms. Kelley is a financial advisor and Vice President at Morgan Stanley and is active throughout the city's nonprofit scene. She founded SMU's Executive MBA Scholarship Program and joined HRI's Board in 2019.

Carolyn Ruiz, Director

Ms. Ruiz is a Harvard Law graduate now with the Office of Civil Rights, US Department of Education. Active with Dallas Volunteer Attorney Program, Ms. Ruiz joined HRI's Board in 2018.

COMMITTEES

Governance:

Alan Wright, Chair; Betsy Healy, Carolyn Ruiz, Sanjeeb Samanta

Audit & Finance:

David Satterfield, Chair; Betsy Healy

Development:

Sanjeeb Samanta, Chair; Ashlie Alaman, Anita Kelley

Impact:

Tricia Freshwater, Chair; Greg Curry, Betsy Healy, Natalie Nanasi

APPENDIX B: HRI STAFF FY20

William O. Holston, Jr.
Executive Director

Maryam Baig
Marketing & Special Events
Coordinator

Layne Faulkner
Volunteer Coordinator

Zeyla Gonzalez
DOJ Accredited Representative

Kristina Morales
DOJ Accredited Representative

Anna Rupani
Director of Children's Program

Jennifer Weil
Director of Development

Kali Cohn
Director of Community Education &
Advocacy

Elisandra De La Cruz
Director of Social Services

Pilar Ferguson
Director of Asylum Program

Elean Martinez
Client Intake Manager

Carolina Pina
Case Management Coordinator &
Legal Assistant

Sara Wahl
Director of Crime Victims Program



a boy and his dog - Monika Bell, 2019

OUR COMMUNITY

AT THE HEART of HRI's endeavors is our community that lifts us and supports us.

- Berry Appleman & Leiden LLP
- Canning Underground
- Certified On the Fly
- Cultivar Coffee & Tea, LLC
- Curious Iguana Bookstore
- Diversity Club, Grosse Pointe Public School System
- Elissa O'Callaghan
- Elk Cove Vinyards
- Francis Knipp
- Front Burner Restaurants
- GlobalNow IT Inc
- Gotcha Mobile Solutions
- Gupta & Wiora PC
- Half Price Books
- Karbach Brewing Company
- Kim Dawson Agency
- Kirkland & Ellis LLP
- LKS Foundation
- Look Cinemas
- Mockingbird Partners / Doubletree Love Field
- Natalie Porras
- Peticolas Brewery
- Provincial Partners Inc. / Lavendou Bistro
- Pulse Trade Inc
- Simply Recipes Asian Bistro
- TABC On The Fly
- Texas Instruments Foundation
- The Art of Wine
- The Mint Asian Fusion Cafe
- The People's Last Stand
- The Rosewood Foundation
- Tolleson Wealth Management
- Turkish Cafe & Lounge LLC
- Welcome Stranger Tattoo
- Zaguan/Elatinfood LLC
- ALMA Philanthropy Fund
- Barr-Hughes Family Fund of Communities Foundation of Texas
- Christopher Charitable Fund of Communities Foundation of Texas
- Hamilton-Boyle Charitable Trust
- Hammond Family Foundation
- Hannah S and Samuel A Cohn Memorial Foundation
- J Crayton Pruitt Foundation INC
- J. Thomas and Janet Rajala Nelson Fund
- Lebowitz Aberly Family Foundation
- MJ McClements Fund
- Muse Family Foundation
- Rebecca R Sykes Staff Fund of the Texas Women's Foundation
- Subhasish Bhowmik Memorial Fund of Communities Foundation of Texas
- The Edmund & Betsy Cabot Charitable Foundation

OUR COMMUNITY

AT THE HEART of HRI's endeavors is our community that lifts us and supports us.

- The Jablonski Dill Charitable Fund
- The Loucks Family Foundation
- Welsch Family Foundation
- Dallas Mavericks Foundation
- G. R. White Trust
- George and Fay Young Foundation
- Gulf Coast Community Foundation
- Harold Simmons Foundation
- Philip R. Jonsson Foundation
- State Bar of Texas - Corporate Counsel Section
- Texas Women's Foundation
- The Deena Jo Heide-Diesslin Foundation
- The Meadows Foundation
- Uber Community Impact Grant
- United Way of Metropolitan Dallas, Inc.
- United Way of Tarrant County
- Women of Saint Michael and All Angels
- WWW Foundation
- Communities Foundation of Texas
- Dallas Association of Young Lawyers Foundation
- Dallas Hispanic Bar Association
- Church of the Transfiguration
- Community Unitarian Universalist Church
- First Methodist Church Dallas
- First Unitarian Church of Dallas
- Life in Deep Ellum
- Westside Unitarian Universalist Church
- Wilshire Baptist Church
- Akin Gump Strauss Hauer and Feld LLP
- AT&T
- DLA Piper
- Don & Carol Glendenning
- Dykema Gossett PLLC
- Jeff Kaplan and Barbara Kennedy
- Kilpatrick Townsend & Stockton LLP
- Locke Lord LLP
- Patricia Houck and Lyssa Jenkins
- Thompson and Knight Foundation
- Winston & Strawn LLP

OUR COMMUNITY

AT THE HEART of HRI's endeavors is our community that lifts us and supports us.

FY20 TOP 10 LEGAL FIRMS

The logo for the law firm Sidley, featuring the word "SIDLEY" in a bold, black, sans-serif font.The logo for the law firm Kilpatrick Townsend, featuring a red stylized "K" icon followed by the words "KILPATRICK TOWNSEND" in a black, sans-serif font.The logo for the law firm Baker Botts, featuring the words "BAKER BOTTS" in a black, sans-serif font next to a small red square icon.The logo for the law firm Clark Hill, featuring the words "CLARK HILL" in a black, serif font.The logo for the law firm Jones Day, featuring the words "JONES DAY" in a blue, serif font with a registered trademark symbol.The logo for the law firm Akin Gump, featuring the words "Akin Gump" in a large, bold, black, sans-serif font, with "STRAUSS HAUER & FELD LLP" in a smaller, black, sans-serif font below it.The logo for the law firm Katten, featuring the word "Katten" in a white, sans-serif font inside a solid blue rectangle.The logo for the law firm Weil, featuring the word "Weil" in a white, sans-serif font inside a solid green rectangle.The logo for the law firm Winston & Strawn, featuring the words "WINSTON & STRAWN" in a black, sans-serif font, with "LLP" in a smaller, black, sans-serif font below it.The logo for the law firm Dykema, featuring the word "Dykema" in a blue, sans-serif font.

Sidley
Kilpatrick
Baker Botts
Clark Hill
Jones Day
Akin Gump
Katten Muchin
Weil Gotshal
Winston Strawn
Dykema