

Who will speak for me?®

ANNUAL REPORT
2022

FIGHTING FOR THE LEGAL RIGHTS OF CONNECTICUT'S MOST VULNERABLE CHILDREN.

OUR MISSION: To protect and promote the legal rights of Connecticut's low-income children and youth so they have equitable opportunities for good health, a quality education and a successful transition to adulthood.

CCA provides legal representation and advocates for system reforms to ensure at-risk children's basic needs are met and they receive appropriate services from the juvenile justice, education, child welfare, health care and court systems.

CCA is committed to the principles of diversity, equity and inclusion (DEI) and to advancing racial justice, cultural competence and anti-racism within the organization and in Connecticut systems that serve children and youth.

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THANK YOU SO MUCH FOR SUPPORTING OUR ADVOCACY WORK



Advocacy for vulnerable children was needed more than ever over the past year. As the impacts of the COVID pandemic began to clear, Connecticut's low-income children, Black and Latinx children, and children with disabilities continued to be the hardest hit by the erosion of education and mental health services, and ongoing systemic discrimination. CCA remained committed to walking beside children and youth and their families so they didn't have to battle systems alone.

Highlights of our year that are described in this report include:

- securing a multi-year court approved Settlement Agreement in *Sheff v. O'Neill*, Connecticut's educational equity case, that guarantees that every Black and Latinx student from Hartford who wants to attend a high-quality integrated school can do so
- expanding State Medicaid insurance coverage to cover more undocumented children
- building our Speak Up youth-led systemic change advocacy by increasing the number of youth advocates and supporting regular youth meetings and trainings
- continuing our Diversity, Equity and Inclusion (DEI) journey, assessing our adherence to DEI principles and making changes to better align our internal culture and our external advocacy with inclusive, equitable, and antiracist values.

Thank you for standing with CCA and the children and youth we serve as we enter our 25th year.

Martha Stone, JD
Executive Director

Claude Mayo
Board Chair

ADVANCING RACIAL JUSTICE

Advocacy for racial justice runs through all of CCA's work. Pervasive racial and ethnic inequities impact the economic, environmental, and social conditions in which children and youth live. CCA represented children impacted by inequitable systems, while also analyzing systemic problems with a racial justice lens and leading advocacy efforts directly targeting systemic racial injustices.

CCA's Executive Director Martha Stone has been lead counsel in *Sheff v. O'Neill*, Connecticut's educational equity case, and in January of 2022 the State entered into a groundbreaking Settlement Agreement in *Sheff* where it agreed to implement a multimillion-dollar plan to guarantee that every Black and Latinx student from Hartford who wants to attend a high-quality integrated school can do so. Under this Agreement, the State is expanding existing magnets and Open Choice seats, revamping its lottery system, and infusing the schools with additional resources. To address historical and ongoing housing discrimination and racism in the suburbs, the Agreement also includes a pilot project where families using Open Choice seats can receive Section 8 housing vouchers if they want to move to the suburbs. CCA is monitoring the State's implementation of the Agreement and advocating for effective implementation of the components of the Agreement.

"Without your work, our regional education system would be much weaker. The accomplishments of the past 33 years do not go unnoticed. As a parent and Hartford resident, thank you thank you thank you." - Superintendent, CREC



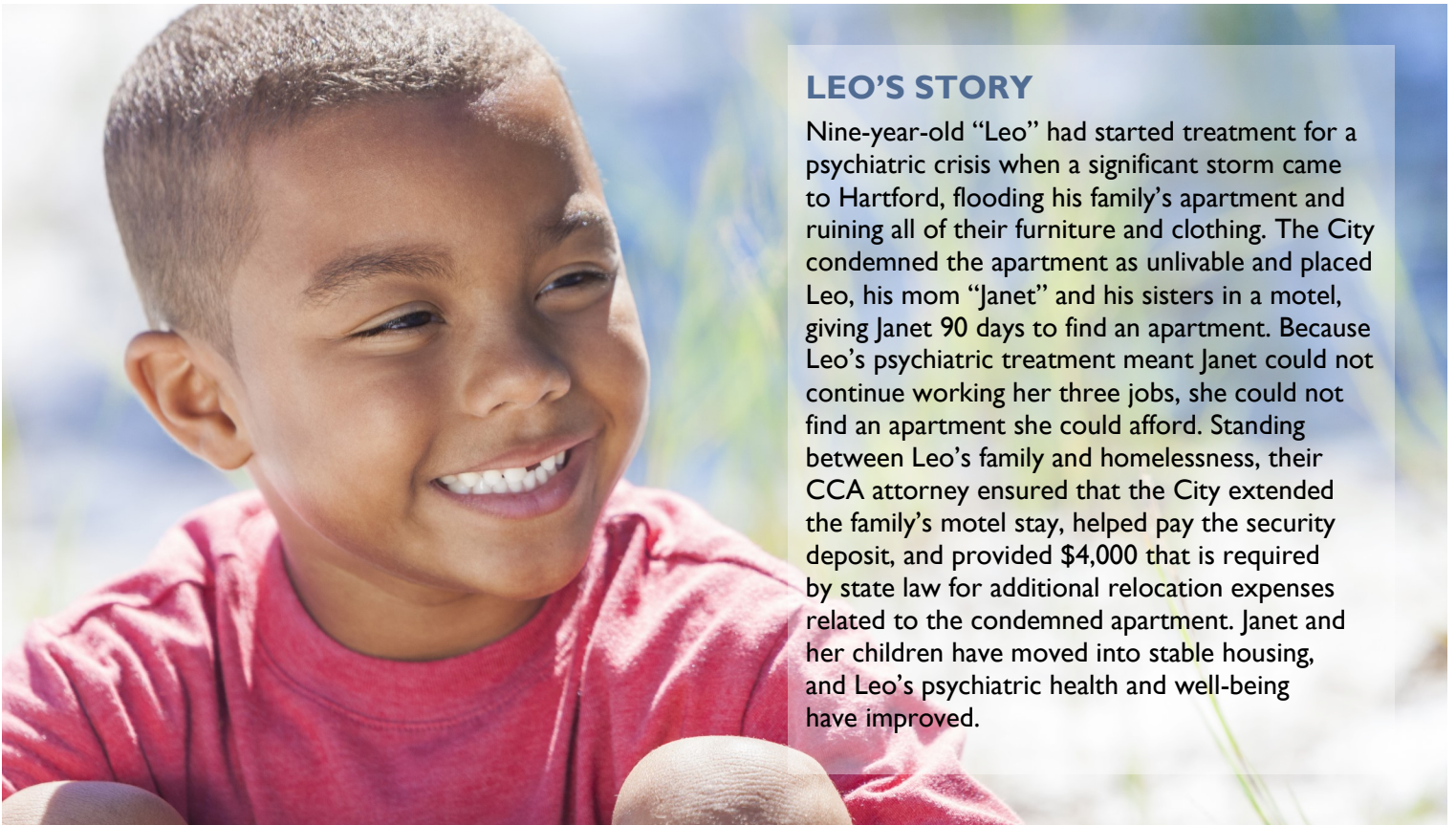
CANDICE'S STORY

One of the children impacted by inequitable systems was "Candice," who had severe Sickle Cell Disease. The vast majority of children with Sickle Cell Disease are Black, and often encounter school systems that are resistant to providing disability accommodations for children with Sickle Cell Disease. CCA represented Candice over a period of 13 years. An excellent student, she suffered from pain episodes that forced her to miss class and spend weeks in the hospital. CCA advocated for Candice with the school system and was able to get tutoring, school supports and nursing services in place when she was having a pain episode. After Candice started college and the COVID pandemic started, her professors were not flexible around remote participation. CCA again intervened and got her the accommodations she was entitled to. This spring, Candice graduated from college!



ADVANCING HEALTH EQUITY

Social and environmental conditions significantly affect health outcomes, and low-income children are more likely to be exposed to health-harming conditions. Through CCA's Medical Legal Partnerships, CCA attorneys worked with health care providers in New Haven, Hartford, New Britain and other cities to address conditions that were harming a child's health.



LEO'S STORY

Nine-year-old “Leo” had started treatment for a psychiatric crisis when a significant storm came to Hartford, flooding his family’s apartment and ruining all of their furniture and clothing. The City condemned the apartment as unlivable and placed Leo, his mom “Janet” and his sisters in a motel, giving Janet 90 days to find an apartment. Because Leo’s psychiatric treatment meant Janet could not continue working her three jobs, she could not find an apartment she could afford. Standing between Leo’s family and homelessness, their CCA attorney ensured that the City extended the family’s motel stay, helped pay the security deposit, and provided \$4,000 that is required by state law for additional relocation expenses related to the condemned apartment. Janet and her children have moved into stable housing, and Leo’s psychiatric health and well-being have improved.

“There are few words to express the value of having the MLPP as part of our team. Their work has kept families in their homes with their lights on, assured medically and emotionally complex children receive the education and financial assistance to which they are entitled and helped staff drill deeper into the well of advocacy. One always comes away empowered: As one parent marveled, “I can’t believe someone would just stand up for us like that.”

- Dawn Lorentson, LCSW, Licensed Clinical Social Worker, Pediatric Cardiology, Yale New Haven Children’s Hospital

CCA was a vital leader in advocacy to protect low-income families across the state from losing utility services and has been raising the issue of the failure of the state utility providers to consistently provide state-mandated utility protections. When the utility companies proposed ending the COVID moratorium on utility termination and restarting utility shutoffs of low-income families with back bills, CCA successfully objected to the Public Utilities Regulatory Authority, and these utility shutoffs now cannot commence until the end of the statutory winter moratorium on May 2, 2023. Recognizing CCA’s critical role in protecting low-income families’ access to utility service, the Connecticut Legislature passed a law in 2022 that names CCA to a position on the State’s Low-Income Energy Advisory Board.

PROMOTING EDUCATIONAL EQUITY

As children and youth returned to in-person school from the **COVID** pandemic's school shutdowns and remote learning, many children and youth arrived with special education needs that the schools were not prepared to meet. The percentage of children whose families were seeking **CCA's** legal services because the children were not receiving appropriate educational services increased by **74%** from before the pandemic to 2022.



OSCAR'S STORY

6-year-old "Oscar" had been placed in a regular Kindergarten classroom, despite having a significant behavioral health condition. Oscar frequently had disruptive behaviors in the classroom and his teacher, who was not trained in special education, resorted to making constant calls to his parents and asking them to pick up Oscar and remove him from school for the rest of the day. Oscar was missing a tremendous amount of school, he was not learning, and his parents were at risk of losing their jobs because the teacher kept calling them to the school. CCA got involved and represented Oscar, successfully getting him transferred to a school that specializes in educating students with his behavioral health condition. At this new school, Oscar is able to stay for a full day, his behavior and academic achievement have improved, and his parents can keep their jobs.

CCA filed a complaint with the U.S. Department of Justice (DOJ) on behalf of a child with autism spectrum disorder who had been denied appropriate accommodations by a large Connecticut child care and early learning program. In an Agreement with the DOJ, the program agreed to ensure its services for children with autism comply with the Americans with Disability Act so the children have equitable opportunity to access appropriate child care and early childhood education services.

CCA attorneys partnered with agencies in some of Connecticut's most vulnerable communities to reach families whose children were not receiving the educational services they were legally entitled to, and operated a legal clinic inside Harding High School in Bridgeport to reach adolescents who needed legal services to help them attend school and learn.



RIA'S STORY

16-year-old “Ria” had been bullied and assaulted by a classmate out of school. When she went back to school, the student who assaulted her began following her and trying to talk to her, and Ria left and refused to return. The school said they would not intervene because the incident happened off school grounds, ignored Ria’s mother, who was trying to get the school to protect her daughter, and threatened to call DCF because Ria was not attending school. CCA stepped in, represented Ria, and got the school district to transfer her to another school with safety measures to protect Ria and provide tutoring to help her make up the work she had missed. She is attending school regularly, and her mental health, which had suffered since the traumatic assault, has improved.

STRENGTHENING CHILD WELFARE

CCA provided holistic legal advocacy for children and youth who had been abused or neglected and were involved with DCF, enforcing their legal rights in all areas of their lives impacted by their traumatic experiences – education, physical and mental health care and access to family. CCA’s child protection attorneys passionately speak up for children so they don’t get lost in the system.



MICHAEL’S STORY

CCA represented two-year-old “Michael” for nearly two years, after he was removed from his parents and placed in foster care. Michael’s parents clearly loved their son and just needed help establishing a safe home, but did not trust DCF and were unwilling to accept help from them. His CCA attorney visited Michael frequently in foster care, advocated to ensure he was visiting with his parents as often as possible, and helped his parents develop trusting relationships with their attorneys. CCA strongly advocated, throughout the case and at trial, for DCF to make a real effort to engage Michael’s parents and work with them, and not prematurely move to terminate their parental rights and place Michael for adoption. Michael’s parents responded to DCF’s efforts, securing new housing and completing parenting classes, and Michael was reunited with his family.

When DCF ended its COVID moratorium on involuntarily discharging youth from care who had turned 18, DCF agreed to give CCA's contact information to all youth threatened with an involuntary discharge from care, so the youth can contact CCA for legal representation contesting their discharge. Helping youth who want to remain in DCF care beyond their 18th birthday is critical to their long-term well-being: youth who grow up in DCF care and are discharged before they are ready have high rates of homelessness, school dropout and untreated health problems. This year CCA successfully represented a growing number of youth who were facing involuntary discharges from DCF care.



DAISY'S STORY

“Daisy” had grown up in DCF care. As she grew older, her relationship with her social worker soured and she stopped communicating with her social worker. DCF responded by giving Daisy notice that she would be dropped from DCF care. Daisy, now 19 years old, reached out to CCA and met with her CCA attorney at a local playground where they developed an advocacy plan. The CCA attorney advocated with DCF for Daisy to remain in care, and helped Daisy access mental health services, enroll in community college and reestablish her relationship with DCF. DCF agreed to keep Daisy in care and provide her with rent for her own apartment. With DCF's support, Daisy is now successfully juggling her many responsibilities - attending school and therapy, working part-time and searching for an apartment.

REDUCING YOUTH HOMELESSNESS

Youth experiencing homelessness and housing instability need legal services to enforce their rights to housing, education, basic needs and essential services. CCA reached youth through CCA's innovative Mobile Legal Office, and provided youth with legal services and help with emergency basic needs, while also advocating for systemic reforms to reduce youth homelessness.

KEYANA'S STORY

"Keyana" had grown up in DCF care but had been discharged from care after she got pregnant, had a baby and turned 18. Left on her own, she soon became homeless and was living in her car with "Jaelynn," her young daughter. Keyana is fiercely protective of her daughter, and contacted many agencies looking for a safe place to live, but could not find an affordable apartment. She applied to reenter DCF care, but DCF would not approve her application, and told her that if she didn't get stable housing on her own, DCF would remove Jaelynn from her custody. CCA is the last line of defense for youth in Keyana's situation. Keyana reached out for legal help, and CCA represented her, helping get approval of her application to reenter DCF care. Keyana is now receiving a rent stipend, case management, and food assistance from DCF, which will allow her to remain in stable housing and ensure Jaelynn is not separated from her mother.



SYSTEMIC REFORM SUCCESS

CCA was a leader in statewide advocacy to generate systemic reforms that increase services and access to housing for youth and young adults experiencing homelessness. CCA supported and guided innovative Community Care Teams in New London, Bridgeport, Stamford, and Manchester in the development of four "hubs" for minors experiencing homelessness, that bring together a wide range of community health, mental health, education, homeless service and social service providers to stabilize a youth's housing and provide services.



CCA's Mobile Legal Office is a safe and confidential place for teens to get free advice from an attorney and find out about services and support they can get.

PROTECTING IMMIGRANT CHILDREN AND YOUTH

Arrival in the United States can be life-saving for traumatized children, but it can also present new challenges, including educational difficulties and, for undocumented children, fear of deportation. CCA provided holistic legal services for immigrant children, and was Connecticut's primary source of free legal representation in matters regarding Special Immigrant Juvenile Status (SIJS), which allows children to remain safely in the U.S.



VALÉRIA AND SAIDY'S STORY

11-year-old “Valéria” and 8-year-old “Saidy” were born in Ecuador, where they and their mother suffered physical and emotional abuse at the hands of the children’s father. After an especially brutal physical assault, the girls’ mother fled to the U.S. to protect her daughters. Valéria and Saidy have overcome significant trauma and have braved incredible obstacles along their journey to a stable, happy life here in Connecticut with their mother. One of CCA’s pro bono attorneys represented Valéria and Saidy in state court and secured court findings that will support their applications for Special Immigrant Juvenile Status and put them on a path to permanent residency.

KHENAN'S STORY

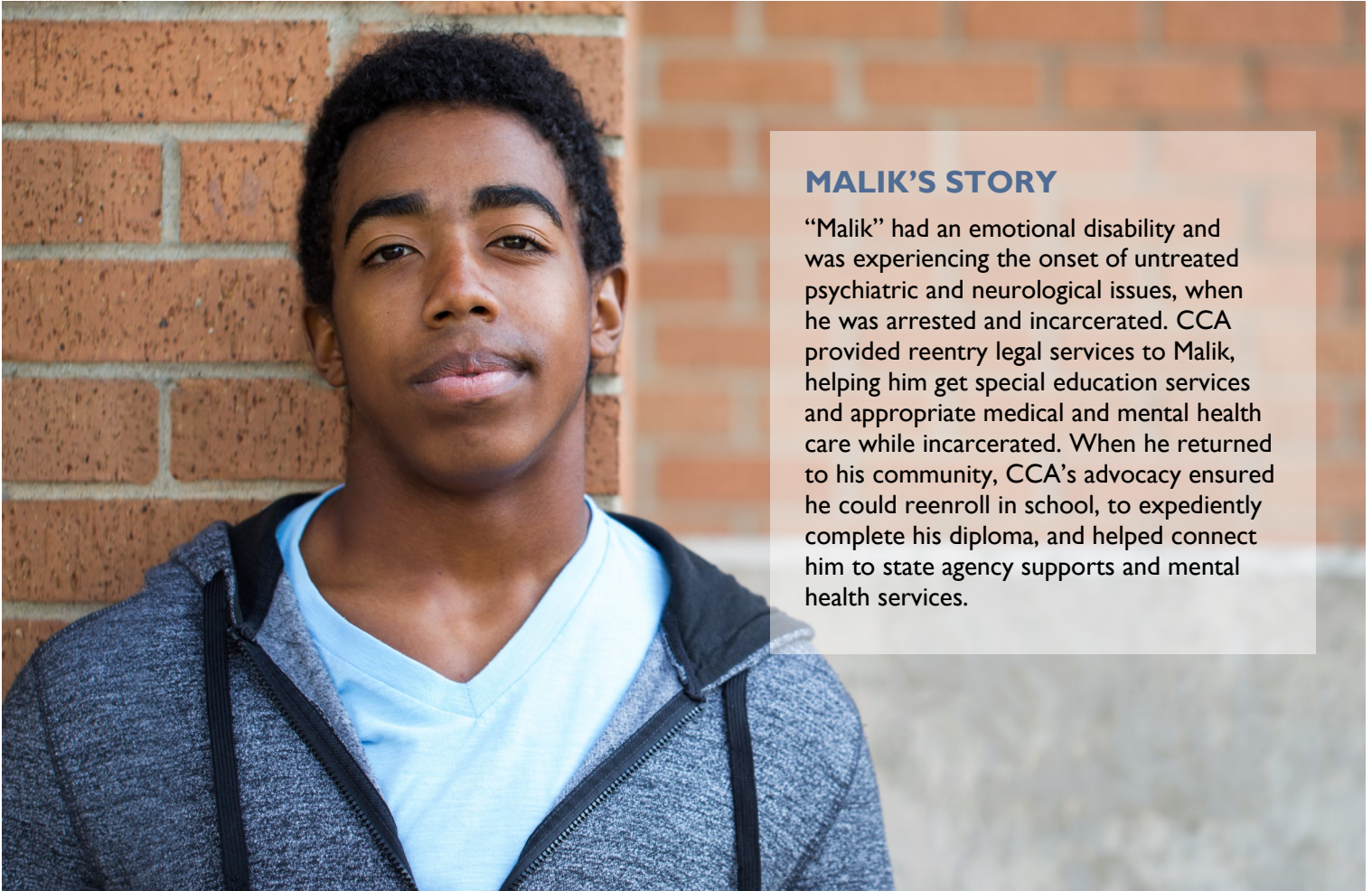
15-year-old “Khenan” was brought to the U.S. from Jamaica after his mother died, to live with his brother. Khenan had cognitive disabilities and had not been in school since he was 9 because his mother had been told there were no school programs for children with his disabilities in Jamaica. Khenan’s brother worked hard to provide for Khenan’s basic needs, but ran into barriers when he tried to send Khenan to school and get him special education services. CCA represented Khenan and got the local school system to enroll him in school and address his special educational needs.



CCA has led an intensive advocacy effort with its partners that has resulted in extraordinary new legislation that expands Connecticut’s Medicaid program to provide health insurance to undocumented low-income children. CCA’s first success resulted in Medicaid coverage for children up through 8 years of age, and this year, CCA’s continued concentrated advocacy further expanded Medicaid coverage, for undocumented children up through 12 years of age. This new health insurance access will dramatically increase children’s access to health care, and reduce families’ financial hardship due to expensive medical bills.

REDUCING JUVENILE AND CRIMINAL JUSTICE INVOLVEMENT

Youth confined by the justice system face incredibly tough odds upon release. Often, family relationships have fallen apart during their confinement, they don't have a place to live, they can't get back into school, and nobody will hire them. CCA's unique reentry legal services reached out to incarcerated youth to intervene early to prevent reentry problems, and represented youth throughout their reentry.



MALIK'S STORY

"Malik" had an emotional disability and was experiencing the onset of untreated psychiatric and neurological issues, when he was arrested and incarcerated. CCA provided reentry legal services to Malik, helping him get special education services and appropriate medical and mental health care while incarcerated. When he returned to his community, CCA's advocacy ensured he could reenroll in school, to expediently complete his diploma, and helped connect him to state agency supports and mental health services.

CCA hosted a groundbreaking webinar, the first ever to make space for incarcerated youth to participate as experts in their own experience. The webinar, "Advocating for Youth Incarcerated at Manson Youth Institution," included incarcerated youth as speakers participating remotely from Manson Youth Institution, and was broadcast to hundreds of people. Dayshawn, one of the youth who participated remotely in the webinar, said:

"It really meant a lot to know people were listening to us, hearing what we were saying and really cared. It motivated me to want to use my voice more and to become a force for change... it is an important reminder that even though we are locked up we are just kids."

SYSTEMIC REFORM SUCCESS

Since the beginning of the COVID pandemic, school shutdowns, limited community services, deaths of family members and deteriorating youth mental health have contributed to an increase in auto thefts by youth. In response, some state legislators proposed legislation that would have implemented regressive, harsh and ineffective responses to the increase in auto thefts, including transferring more youth to adult court and increasing penalties for auto theft. CCA advocated against and stopped passage of this ineffective legislation, arguing for the state to instead increase youth's access to community-based programs and behavioral health care.

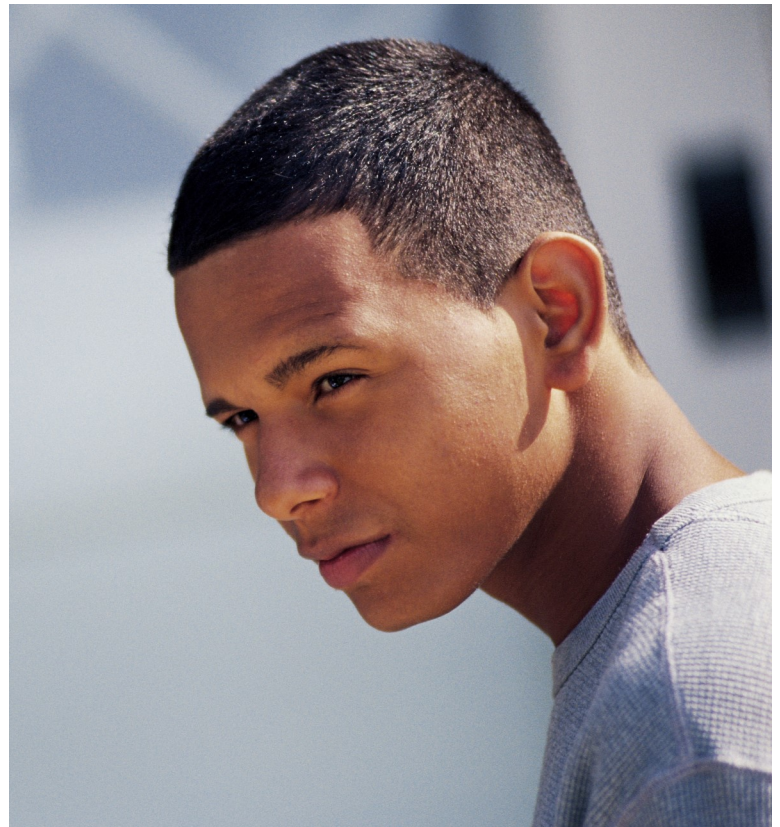
RESTORATIVE JUSTICE

CCA led a transformative statewide program that replaces punitive behavior management systems used in juvenile justice and congregate care facilities with restorative justice practices that help youth and staff build interpersonal and communication skills that can help youth avoid future justice system involvement. With the Connecticut Judicial Branch's Court Support Services Division and DCF, CCA provided 16 secure youth facilities, residential facilities and youth shelters with restorative justice training, coaching and support implementing the restorative justice program.

To encourage statewide adoption of restorative justice principles and practices, CCA made a presentation to the State Legislature's Juvenile Justice Policy and Oversight Committee (JJPOC) about restorative justice theory and its implementation inside youth facilities.

Restorative Justice is dramatically different from approaching youth from a posture of confrontation and punishment, and it achieves far better outcomes for youth. Restorative Circles are a restorative practice that builds accountability between individuals and the larger community. They provide a contained space where participants are all valued and have equal opportunities to share and listen. With CCA's training and support, secure facilities have been able to embed Restorative Circles in facility culture.

One youth who participated in the Restorative Circles said the Circles made him feel like he could be honest and take accountability, and that the Restorative Circles were giving him a safe space to be the young man he is supposed to be.



"People need to hear what we go through and how things can be made better. I really want to thank CCA for helping to make changes for all of us so that we have better lives while we are in here but also when we get out. Thank you for being there for us on the inside and the outside."

- Joseph, at Manson Youth Institution

YOUTH LEADERSHIP IN SYSTEMIC REFORM

It is critical that the fight for justice is led by the youth harmed by injustice.

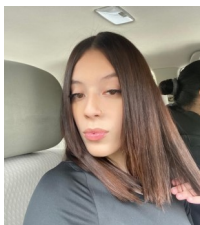
The members of CCA's Speak Up group are youth organizing for system reform. Their voice is essential to meaningful systemic change. Speak Up recruitment this year was led by youth, who were able to expand the number of advocates to 19 youth. Supported by training, stipends and transportation assistance from CCA, the youth met regularly to identify systemic problems impacting youth in their communities and engage in advocacy campaigns to promote systemic reforms. This year their advocacy focused on juvenile and criminal justice reform:

The youth participated in the State Legislature's Juvenile Justice Policy and Oversight Committee (JJPOC) Subcommittees' meetings to ensure youth voice was included in decision-making about systemic reforms regarding juvenile justice issues such as alternatives to incarceration and school suspensions and expulsions.

During the 2022 legislative session, the youth submitted testimony to the Legislature advocating for passage of a law that would require police to collect and report data about the race and ethnicity of people subjected to pedestrian stops by police, and a law that would eliminate the use of suspension and expulsion as a form of school discipline and substitute more educationally appropriate alternatives to managing student behavior.

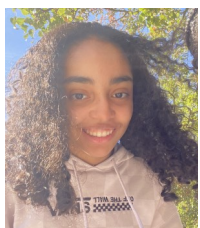


The youth conducted a photojournalism advocacy project focused on overpolicing of their communities. Semilla Cafe in Hartford hosted a display of the photography, and the youth held a related advocacy meeting with Senator Gary Winfield, Co-chairman of the Legislature's Judiciary Committee, where the youth discussed reducing racial and ethnic disparities in police stops of pedestrians, and advocated for the removal of School Resource Officers from schools.



Why are you a member of Speak Up? How has it benefited you?

- I joined Speak Up to be a voice to those who are disregarded and discriminated in our community. It isn't just a group but a growing community that works to better people's understanding of unjust treatment to the youth in America. (Nayeli Ortiz)
- I enjoy spending time in the small family we built from the bottom...it's a great way to get involved with the justice system. (Geordan Gant)
- Speak Up has shown me there is a way to be heard and there is a way to make your struggles known and recognized. (Blanca Morales)



How does Speak Up benefit the community?

- We have different goals for youth but the main one is to make sure they're never silenced. (Janelys Arroyo)
- Speak Up can help youth find out what they want to do with themselves by giving them opportunities to push themselves out in the public space. (Geordan)
- We push new legislation and reforms of the judicial system which benefits not just the youth of this generation but the rising generation behind us. (Nayeli)



What are the top issues that you are working on?

- One issue is suspension at school. (Blanca)
- School suspension and kids in school that have disabilities and get no help. (Janelys)

PRO BONO ATTORNEY SPOTLIGHT

CCA's Special Immigrant Juvenile Status (SIJS) Pro Bono Project trains and supports pro bono attorneys and volunteers to increase representation in state courts of undocumented children and youth in SIJS cases. Securing SIJS status allows children and youth who have been abandoned or abused to remain safely in the U.S. CCA's legal advocacy for immigrant children could not be sustained without the work of these pro bono attorneys and volunteers.

This year we want to highlight pro bono attorneys from Shipman and Goodwin LLP. With Shipman and Goodwin's support, numerous Shipman attorneys have dedicated hundreds of pro bono hours to helping children and youth through CCA's Special Immigrant Juvenile Status Pro Bono Project. Attorneys Laurann Asklof, Vaughan Finn, Alexis Harrison, Natalia Sieira Millan, Jessica Signor, Jaime Welsh and Stephanie Gomes-Ganhao (now with Day Pitney) have generously donated their time, energy and expertise to representing immigrant children in Connecticut probate courts as they seek to obtain the protection of SIJS.



**Attorney
Laurann Asklof**



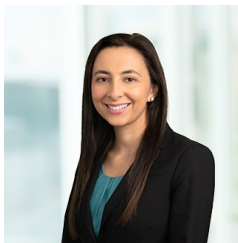
**Attorney
Vaughan Finn**



**Attorney
Alexis Harrison**



**Attorney
Sieira Millan**

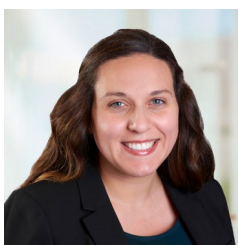


**Attorney
Jessica Signor**



**Attorney
Jaime Welsh**

"Looking back, I think of this case as one of the most satisfying ones I've ever worked on."



**Attorney
Stephanie
Gomes-Ganhao
(Day Pitney)**



SIJS PRO BONO ATTORNEYS AND VOLUNTEERS

Marissa Abramowitz-Ganz
Susan Adams
Laurann Asklof
Troy Bailey
Megan Baroni
Catherine Butcher
Mark Carta
Vikki Cooper
Raymond DeMeo
Dianne Evans
Vaughan Finn
Ruth Fortune
Colleen Masse
Stephanie Gomes-Ganhao
Jessica Hamilton
Alexis Harrison
Sheila Hayre
Laura Heneghan
Lauren Hughes
Paola Idrovo
Eva Jacobson
Dana Jonson
Emily Kagan
Ashley Khorassani

Elizabeth Lehnerd-Reilly
Shelby Leek
Eli MacDonald
Anna Martinelli-Parker
Soledad Matteozzi
Nora McNeil
Megan Naughton
Nilda Negron
Kyle Odin
Andrea Regan
Alina Reynolds
Stephen Reynolds
Nicole Riel
Peggy Rivage-Seul
Stephani Roman
Gabriela Sandoval
Althea Seaborn
Karen Sherman
Natalia Sieira Millan
Jessica Signor
Jonathan Small
Cameron Steger
Jennifer Williams
Miranda Wollen
Rebeka Cabrera
Deborah Vilcheck

TRAINING YOUTH, PARENTS, AND



JULY 2021

Medical-legal training to health care providers at Community Health Center in Hartford

Children's immigration rights training to parents in partnership with Make the Road in Bridgeport

Teen Legal Rights presentation to youth at Our Piece of the Pie in Hartford



SEPTEMBER 2021

CCA's semester-long class on child advocacy for students at the UConn School of Law

Medical-legal training for CCMC Developmental Behavioral Residents in Farmington

Presentation on Racial Justice to Greater Bridgeport Community Collaborative



NOVEMBER 2021

Adolescent Health Care Rights training for an Adolescent Residents Teen Conference

Presentation on Racial and Ethnic Disparities in Juvenile Justice to Waterbury agencies

AUGUST 2021

Pre-service trainings for statewide child protection attorneys

Training on health justice and housing for pediatric residents in Hartford



OCTOBER 2021

Know Your Rights Training for incarcerated youth at Manson Youth Institution in Cheshire

Online medical-legal training for the National Society of Behavioral Pediatrics



DECEMBER 2021

Teen Legal Rights training for providers and LGBTQ youth at Harding High School in Bridgeport

Training for Hartford health care providers on bullying



HEALTH EQUITY

RACIAL JUSTICE

TEEN LEGAL RIGHTS & YOUTH HOMELESSNESS

YOUTH JUSTICE

PROFESSIONALS ACROSS THE STATE



JANUARY 2022

Children's Education Rights training for staff at The Village for Children and Families in Hartford

Training on utility rights and social determinants of health for providers at Middlesex Health in Middletown



MARCH 2022

Presentation on Racial and Ethnic Disparities in Juvenile Justice to Norwalk agencies

Presentation on health justice and health disparities at UConn School of Public Health



MAY 2022

Statewide webinar on "Bullying, Social Media, and the Law"

Training for Hartford parents and Youth Advisory Board members on school discipline, special education and truancy

FEBRUARY 2022

Training on teen legal rights for the Child and Family Guidance Center in Bridgeport

Webinar on COVID-19 and the Americans With Disabilities Act

Webinar on Advocating for Youth Incarcerated at Manson Youth Institution

APRIL 2022

Statewide webinar on Special Education and Transition Services

Training for staff at the Village for Children and Families on housing and utility protection

Statewide webinar for parents on how to "Become the Best Educational Advocate for Your Child"

JUNE 2022

Training for homeless providers on youths' criminal records and housing and employment rights

Statewide webinar on "2022 Connecticut Legislative Wrap-Up: Education, Mental Health, and Juvenile Justice"

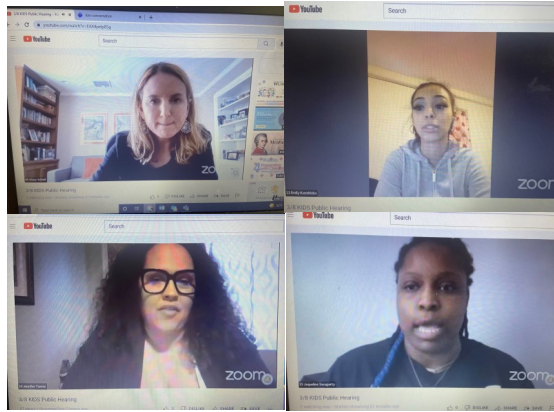
Training for New Britain community agencies on school discipline, special education and truancy



CCA SHOUT OUTS!



CCA snaps a picture at long-time client Amya's high school graduation this summer: congratulations again, Amya!



The legislature's Committee on Children held a hearing on a bill that would extend legal representation for youth in DCF care. Not only did CCA attorney Stacy Schleif testify in favor of this important legislation -- so did some of the youth and members of the community that we work with!

Attorney Stacey Violante-Cote with Michelle, who just graduated from a cosmetology certificate program.



CCA attorney Stacy Schleif snaps a selfie while delivering holiday presents to families she works with.



CCA Deputy Director, Jay Sicklick with Winston at his high school graduation.



CCA Deputy Director Jay Sicklick stands with legislators, physicians, and advocates for immigrants at a rally to support HUSKY expansion.



Yanelie Marquez and her son Alex Cintron shared their story about working with CCA on a CT Mirror podcast. He is an 8th grade student in New Haven. During Covid, Yanelie had to work VERY closely with Alex to keep him on task. She realized during this time that he was way farther behind in school than she ever knew. Without her support, he would have been completely lost.

CCA Attorney Kathryn Meyer started working together with them and got him into a smaller, much more supportive classroom where he is thriving! His parents are so thrilled.



Attorney Marisa Halm was named as one of the recipients of the Connecticut Law Tribune's 2022 "Game Changer" award.



CCA attorney Stacy Schleif worked with these families to help them with the adoptions of their children.



Attorney Bonnie Roswig was awarded the 2021 Distinguished Professional Service Award from the Connecticut Power & Energy Society for her advocacy protecting families with limited incomes from having their heat and electricity shut off during COVID-19.



CCA attorney Bonnie Roswig celebrates with a young person she represented, upon her graduation from college and acceptance into nursing school.



CCA attorney Stacey Violante-Cote celebrates with a young person who just moved into a new apartment



CCA was awarded the 2022 Equal Access to Justice Award by the New Haven Legal Assistance Association.

SPRING FOR KIDS 2022

Spring for Kids was a tremendous success and together we raised \$120,000! Friends and colleagues gathered to enjoy a beautiful day at the Yard Goats Club in Dunkin' Donuts Park in Hartford.

It was an honor to recognize our Champions of Children Awardees:



Thomas Murray, MD, PhD
Associate Professor
of Pediatrics
Yale School of Medicine



Thea Montañez
Chief Operating Officer
City of Hartford



**Young People at
Manson Youth
Institution**

We were inspired by singers from the music class at the Ana Grace Academy of the Arts and the memorable stories of resilience shared by our youth speakers.



We are grateful to our loyal sponsors and the generous donors who helped make this year's event a great success!

DIVERSITY, EQUITY AND INCLUSION

PROGRESS ON CCA'S EQUITY AND INCLUSION PLAN

CCA's internal DEI committee meets regularly to steer implementation of equity and inclusion strategies at CCA.

CCA engaged Davis & Associates, a DEI consultant, to assess CCA through an antiracist lens and develop a plan to strengthen CCA's DEI. Progress on the DEI plan this year includes:

Staff Representation, Recruitment, Retention and Advancement

- Implementing changes to hiring and promotion practices, including: job postings that describe CCA's commitment to DEI and provide salary and benefit information; hiring committees that engage in outreach to ensure diverse applicant pools for open positions; a new internal job posting policy; equity-minded interview questions; prioritization of candidates who demonstrate commitments to antiracism; and elimination of tenure requirements from promotion decisions.
- Updated the exit interview to reflect principles of inclusion and equity.
- Conducted a salary and compensation review and made equity adjustments to compensation.



Workplace Climate and Culture

- Implemented a 360° staff evaluation process that includes questions about inclusive leadership.
- Instituted an annual staff meeting discussion of the organization budget and budgeting process.

Education and Learning

- Hired The Layne Group to present an 8-session DEI training series to CCA staff and provide regular coaching in inclusive leadership to CCA's leadership. The Layne Group will also be conducting an Emotional Intelligence Assessment and Debrief for all staff and the organization.

Advocacy and Culturally Responsive Community Engagement

- Translated CCA's pertinent documents and clarified available translation and interpretation services for CCA staff.
- Created budget lines for youth stipends, youth travel and program supplies, with sufficient financial support, for Speak Up youth training and youth-led advocacy campaigns.
- Began data presentations on race, ethnicity and gender of CCA clients, and level of service provided, to evaluate equity and inclusion in CCA legal services.
- Expanded system reform advocacy to use data analyses to focus advocacy on reducing racial and ethnic disparities in DCF child protection cases; as a result, for the first time the State's court improvement plan submitted to the federal government will incorporate actions to reduce identified points of disparity.

DATA AND FINANCIAL REPORT

Fiscal Year July 1, 2021—June 30, 2022

IN THE 2021-2022 FISCAL YEAR, CCA:

Provided **1,017** children and youth with legal information and legal services.

Served children from **63** different Connecticut towns, in all eight counties in Connecticut.

Provided more than **262** legal consultations to healthcare, education and social service providers about specific cases.

Advocated for children by providing more than **80** legal trainings attended by more than **1,790** health care, social service and other in-community professionals to improve their provision of services.

Facilitated children's education rights training to more than **65** parent participants.

Trained **19** pro bono attorneys on how to provide no-cost representation to immigrant children eligible for Special Immigrant Juvenile Status.

Provided **13** "Know Your Rights" trainings attended by more than **85** youth.

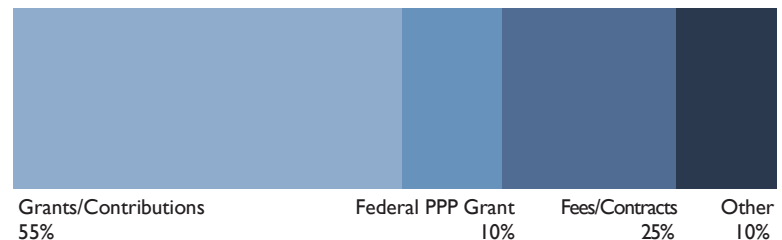
The Center for Children's Advocacy has a **Platinum** rating from Guidestar/Candid.

Platinum
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INCOME

Grants/Contributions	1,686,664
Federal PPP Grant	326,920
Fees/Contracts	755,252
Other	294,075
Total	3,062,911



EXPENSES

Programs/Services	2,197,139
Development	236,341
Other/Administrative	99,870
Total	2,533,350
Reserves Allocation	200,000



Net/Profit/Loss Before Adjustments	329,562
Less: Temp Restricted Funding in FY 22 that will be released in FY 23	(316,826)
Net Profit/Loss After Adjustments	12,735

**Please note that the figures above are unaudited.*

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"I cannot express my gratitude enough ... I could not have handled this without everyone's effort and support. I am so happy Lance has a 504 and his educators will know a little more about how special he is. It takes a village and everything CCA and the Medical-Legal Partnership has done has helped me help Lance have a better life. I am forever grateful." *- Kayla, Mother of Lance*