

MORE THAN 1% INITIATIVE

THE “MORE THAN 1% INITIATIVE” GIVING CAMPAIGN

Making the Case
for More Black
Women Prosecutors



SARITA AND CLAIRE WRIGHT
LUCAS FOUNDATION

ANNUAL REPORT 2022



The discussion of
representation is one that
has been repeated over and
over again, and the solution
has always been that it's up
to us to support, promote,
and create the images that
we want to see.

—
Issa Rae

About the Sarita and Claire Wright Lucas Foundation (SCWLF)

The Sarita and Claire Wright Lucas Foundation strives to promote a more fair, diverse, and inclusive justice system by inspiring and supporting young Black women as they take on the visible and important role of prosecutors. Through mentorship and financial support, the SCWLF seeks to encourage young Black women, like Sarita Wright Lucas, who are committed to serving the public and pursuing careers as prosecutors.



SARITA WRIGHT LUCAS

“

A social movement
that only moves
people is merely a
revolt. A movement
that changes
both people and
institutions is a
revolution.”

—
Dr. Martin Luther King Jr., Why We Can't Wait

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Letter From the President and Board

Dear Friends,

The Sarita and Claire Wright Lucas Foundation's Board of Directors would like to thank you for helping us to make an impact. The strides we made in 2021 laid the path for the successful new initiatives we realized in 2022.

We believe in the power of representation. In the criminal justice system where 1% of prosecutors are Black women, it is incredibly important to uplift those on their journey to becoming prosecutors.

Black women prosecutors can help reshape the narrative of the justice system. When communities of color see that more of the people representing their interests in court and seeking justice on their behalf look like them, it will foster more trust, respect, and faith in the law.

Throughout this report, you will read stories of our emerging leaders in the prosecution field, as well as learn about the growing support we received from local partners, funders, and our new Advisory Board.

We thank you for being a part of this journey and contributing tremendously to our impact. With your ongoing commitment, we can ensure that Black women have a pathway to becoming impactful local officials as prosecutors.

With Gratitude,

**Wanda Geer and the Sarita and Claire Wright Lucas
Foundation's Board**



The presence of Black women in the prosecutor's office signifies broken doors and accountability. There are few Black women prosecutors, and with that comes the burden of setting the tone so more can follow. Black women prosecutors hold the weight of having to be excellent and have little room for mistakes.

—
Bianca Pickering,
Awardee '22

Our Inaugural Board of Advisors: New Horizons

This inaugural Board of Advisors will help support and advance the mission of the Sarita and Claire Wright Lucas Foundation. Our new Advisory Board brings a wealth of invaluable expertise and experience to our organization. Our advisors bring a deep well of nonprofit board experience and financial knowledge. They come from all aspects of public and private sector law and industry. The Board of Advisors serves as a consultative body to aid the Board of Directors and administration giving advice and support. As integral members of the Foundation, advisors contribute by sharing their time and talent. Thank you to our new Board of Advisors, we are forever grateful for your generosity and commitment to our growth.



By becoming a prosecutor, I
can use my power to end mass
incarceration and redress
racial disparities that have
been defined by the American
criminal justice system.”

—
Justine Morgan, Awardee '22

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School

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Counsel, Cambridge Health
Alliance

We Are Microsoft Catalyst Grant Program Awardees!



Representation of Black women in the prosecutor's office means being in the room, having a seat at the table. But more than just a seat, it's being able to be your authentic self, while having a valuable and respected input.

—
Emily Pina, Awardee '22

The Microsoft Justice Reform Initiative has selected the Sarita and Claire Wright Lucas Foundation as one of 30 organizations across the country to participate in the Catalyst Grant Program. This program's intent is to help organizations like ours use data and technology to inform and improve practice within our communities to make the justice system more equitable. The organizations chosen will launch projects using data and technology to advance local justice reform.

Using this grant funding and resources, SCWLF's Massachusetts based project "**The More Than 1%**" **Initiative** *Making the Case for More Black Women Prosecutors*" will foster understanding of the importance of diversity in prosecution with a focus on the Greater Boston community. Our work will center on data collection by polling Black women law and pre-law students in Boston area colleges, law schools, and community organizations on their perceptions of the role of prosecutors in the justice system. We seek to understand why there are so few Black women prosecutors. Funding will also support education and outreach, using technology and social media to evaluate and disseminate the outcomes of our polling, as well as highlighting the importance of diversity and inclusion in prosecutorial offices, in a multimedia campaign.

Thank You to Our Partners

GRANTOR SPOTLIGHT

THE GARDINER HOWLAND SHAW FOUNDATION

We here at the SCWLF want to extend our gratitude to the Gardiner Howland Shaw Foundation, one the grantors who make our Foundation's goals a reality. The Shaw Foundation has been a key supporter of our programs for the last three years.

The Gardiner Howland Shaw Foundation was established in 1959, since that time they have been funding initiatives that demonstrate an awareness of important problems confronting our criminal and juvenile justice systems.

We are honored to be one of the select recipients of this prestigious grant and are thankful to the Gardiner Howland Shaw Foundation for their invaluable contributions to our growth.

The SCWLF is a proud recipient of the Foley Hoag Foundation grant and are incredibly grateful for their support.



Ours is the struggle of a lifetime, or maybe even many lifetimes, and each one of us in every generation must do our part. And if we believe in the change we seek, then it is easy to commit to doing all we can, because the responsibility is ours alone to build a better society and a more peaceful world.

—

John Lewis, Across That Bridge

Emerging Leaders: Our 2022 Awardees

Inspired by the life of her late daughter Sarita Wright Lucas and unborn granddaughter Claire, Wanda Geer along with friends and family created the Sarita & Claire Wright Lucas Foundation. By witnessing Sarita follow her dreams in the prosecution office, Wanda had special insight into the trials and tribulations that women of color face in the field of prosecution. She was inspired by Sarita's dedication to helping victims and passion for "doing the right thing", Sarita's willingness to make sacrifices, and outright tenacity in a field largely untouched by women of color. The Sarita and Claire Wright Lucas Foundation is a labor of love dedicated to supporting women of color like Sarita who are trying to make a difference.

Special thanks to Sarita's grandmother Mary L. Reed for her loving support, vision and commitment to making the Sarita and Claire Wright Lucas Foundation a reality.

SCHOLARSHIP AWARDEES

While many are aware of the debt that accumulates due to law school, what is not so well known is the need for additional funds to prepare for the Bar exam. In addition to the cost of a prep course – at about \$5,000 – many recent graduates must take out personal loans to cover living expenses as they take on the full-time, unpaid work of preparing for the exam.

The SCWLF awards scholarships to Black female law students who have committed to careers as prosecutors. For these future prosecutors, the Scholarship program covers the cost of the bar application and preparation up to \$5,000. The Scholarship program also offers a \$5,000 incentive for scholarship recipients who secure employment as prosecutors.

FELLOWSHIP AWARDEES

Our Fellowship Program, which launched in summer 2021, gives Black female law students the opportunity of a paid summer internship with the Massachusetts Suffolk and Middlesex District Attorney's offices. The Program aims to ensure that young female Black law students from all backgrounds are able to gain meaningful experience in public interest law. Interns will receive substantive work in the Attorney's offices, supervision, skills development, mentorship opportunities, and a \$7,000 stipend.



The Sarita & Claire Wright Lucas Foundation Scholarship means so much to me. The scholarship takes away many financial stressors during an already stressful time. I truly feel like a weight has been lifted off of my shoulders.

—
Brittany Stokes, Awardee '22



BIANCA JEANNE

2022 SCHOLARSHIP AWARDEES

BIANCA JEANNE PICKERING

*Candidate for Juris Doctorate J.D. May 2022
Northeastern School of Law*

Bianca was extremely involved during her time at NEU: she was the Social Chair for the Black Law Students Association Kemet Chapter, the Associate Editor for the Northeastern University Law Review, the Public Relations Manager for the NAACP, and henceforth contributed tremendously to her school community. Bianca also completed three law internships from 2020 to 2021: she was a Juvenile Justice Unit Certified Legal Intern at the Philadelphia District Attorney's Office, an Education Policy Legal Intern at the Center for Popular Democracy in Brooklyn, New York, and a Policy Intern at the New York City Commission on Human Rights.



My career role model is my mother and Sojourner Truth. When I graduated college in 2018, I was honored with the Sojourner Truth award. While honored, I did not grasp the magnitude of the honor until I went to law school. Sojourner Truth is one of the fiercest civil rights activists in history, the first Black woman to sue a White man and prevail. The law is not written for Black people, especially Black women, so to compel a court to respect your rights especially in that time period is an unmissable feat. She embodied strength, bravery, courage, and most of all, audacity.

PICKERING

2022 SCHOLARSHIP AWARDEES

BRITTANY STOKES

*Candidate for Juris Doctorate J.D. May 2022
Widener University Delaware Law School*

A dedicated and hard-working self-starter, Brittany completed five law internships from 2016 to 2021: she was a Clerical Assistant for the First Judicial District of Pennsylvania, a Legal Intern for the Delaware County District Attorney's Office in Media, Pennsylvania, a Virtual Judicial Intern for the Honorable Timika Lane, Philadelphia Court of Common Pleas, a Legislative Intern for the 191st Legislative District in Philadelphia, and an Intern for the Office of the District Attorney in Philadelphia.



Black women are underrepresented in the field of prosecution.

It is an honor to join the profession and help bridge the gap. I look forward to crushing stereotypes about criminal prosecution and facilitating trust in the justice system. I hope my presence in the courtroom will bring comfort to both the victims and defendants that I will encounter.”

BRITTANY



STOKES



EMILY

2022 SCHOLARSHIP AWARDEES

EMILY PINA

*Candidate for Juris Doctorate J.D. May 2022
Suffolk University Law School*

Emily excelled in her academics and was chosen as a Trustee Academic Scholar and Thomas J. Drinan Fellow in 2021. Emily was also a Progress to Success Mentor for the National Trial Team. She was certified as a Student Attorney for both the Suffolk County District Attorney's Office in Boston and the Massachusetts Attorney General's Office Gaming Enforcement Division. She was also an Intern Investigator for the Public Defender Service in Washington, D.C, and was a Victim Witness Advocate for the District and Superior Court.

“

For me, [this scholarship] gives me the peace of mind this summer to focus on studying for the bar exam. The foundation shows me that there are people like me when it feels as if I am alone.

PINA

2022 FELLOWSHIP AWARDEES

IRENE DENIS

*Candidate for Juris Doctorate J.D. December 2022
New England Law School*

At NELS, Irene was the President of the Black Law Students Association from 2020–21, and is a current member of the Women’s Law Caucus. Irene has completed three internships from 2021 to 2022: she was a Family Law Student Attorney at the New England Law Boston Law Clinical Law Office, a Summer Legal Intern at The Law Offices of Onaodowan and Delince, PLLC, and a Summer Legal Intern at Faudoa Law. Currently, she is a Legal Intern at AmeriCorps, Office Inspector General (OIG).



A better future
inspires me to be
#MoreLikeSarita.
Making the right choices
is never easy, but I want
a better society for
future generations. I
aspire to be the change
I want to see. Sarita and
many others, such as
Rachel Collins, were the
first step, and I hope to
continue in their efforts
to build a better and
brighter future.

IRENE

DENIS



TALAYAH

2022 FELLOWSHIP AWARDEES

TAILAYAH MACKLIN

*Candidate for Juris Doctorate J.D. May 2024
Suffolk University Law School*

Tailayah is the current Treasurer of the Black Law Students Association at Suffolk. She was a Paralegal Intern at the United States Department of Labor: Office of the Solicitor from October to December 2016, and is currently a Victim Witness Advocate at the Suffolk County District Attorney's Office.



The Sarita and Claire Wright Lucas Foundation Fellowship means everything to me! The fellowship has given me the opportunity to gain firsthand experience to work alongside skilled prosecutors in the Suffolk County District Attorney's Office. This fellowship has allowed me to become one step closer to my dream of becoming Black women prosecutor, with the goal of justice instilled in me.

MACKLIN

Financials

THE MORE THAN 1% INITIATIVE

We Are Making the Case for More Black Women Prosecutors

The Sarita and Claire Wright Lucas Foundation has made a commitment of \$101,000 to aspiring Black women prosecutors since 2021.

Black women who choose Prosecution, have chosen a challenging career in public service. Community perceptions, Student loans, lower salaries vs. entry level private sector attorneys are all factors that deter Black women from choosing this critically important career. The Sarita and Claire Wright Lucas Foundation has supported Scholarships, Employment incentives as well as Fellowships, all in an effort to encourage and uplift young Black woman in prosecutorial roles.

We are thankful that our mission of equity and inclusion in prosecutorial offices resonates with so many.



By becoming a prosecutor, I can use my power to end mass incarceration and redress racial disparities that have been defined by the American criminal justice system.

—

Justine Morgan, Awardee '22

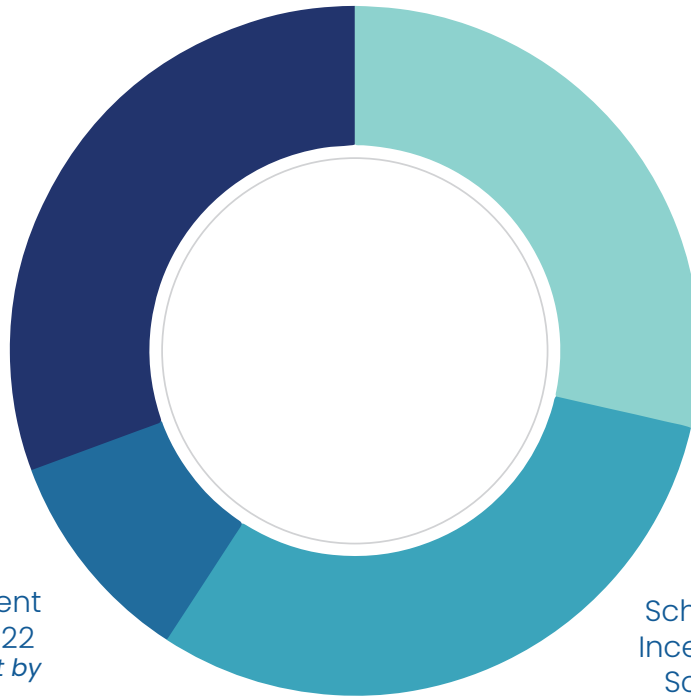
SCHOLARSHIP & FELLOWSHIP AWARDS 2022

\$15K

Scholarships
Awarded 2022

\$14K

Fellowships
Awarded 2022



\$5K

Scholarship Employment
Incentive Awarded 2022
(Anticipated disbursement by
December 31, 2022)

\$15K

Scholarship Employment
Incentive Allotted for 2022
Scholarship Awardees

AWARDED SINCE 2021

\$49K

Scholarships &
Fellowships
Awarded 2022



\$52K

Scholarships &
Fellowships
Awarded 2021

SUMMARY FINANCIAL STATEMENT 2021-2022



The Sarita and Claire Wright Lucas Foundation means representation and opportunity to me. This foundation has provided me the opportunity to work and be in spaces many who look like me are not in. With their help, I have the opportunity to hone and gain new skills. I am eternally grateful for this chance to learn and gain the confidence to walk into a courtroom and be the representation I have always wanted to see as a child.

—
Irene Denis, Awardee '22

INCOME 2021 IN THOUSANDS

| | |
|--------------------------|----------------|
| Individual Contributions | \$44.4K |
| Sponsorships | \$7.1K |
| Grants | \$20K |
| Total Revenue | \$71.5K |

EXPENSES 2021 IN THOUSANDS

| | |
|--|------------------|
| Scholarships | \$20K |
| Scholarship Employment Incentives Allotted for 2021 Awardees | \$20K |
| Scholarship Employment Incentives 2021 Awarded | \$5K |
| Fellowship Awards | \$7K |
| Operating Expenses | \$34,927K |
| Total Expenses | \$86,927K |

AWARDED 2022 IN THOUSANDS

| | |
|--|--------------|
| Scholarships | \$15K |
| Employment Incentive Awarded 2022 | \$5K |
| Employment Incentives Allotted for 2022 Awardees | \$15K |
| Fellowship Awards | \$14K |
| Total Awarded | \$49K |

GRANTS (through July 2022) IN THOUSANDS

| | |
|--|-------|
| Microsoft – Catalyst Research Grant (Restricted Project Based Grant) | \$40K |
| Gardiner Howland Shaw Foundation (Unrestricted) | \$15K |
| Foley Hoag Foundation (Unrestricted) | \$4K |

FUND RAISING IN THOUSANDS

| | |
|----------------------------------|--------|
| Donor Fund Raising Goal for 2022 | \$70K |
| Donations (As of July 2022) | \$8.5K |

THANK YOU

2021 Sponsors

This Work Wouldn't Be Possible Without Your Support.
We Are Proud Stewards of Your Gifts.

Nida & Theophilus Adjetej

Kasha Ambroise
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Georgia Murray
Pam Murray
Kenneth Reed and Eurayshia Williams Reed

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Delaware Department of Justice
I.B.E.W Local Union 98
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Walter & Talise Geer
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Board Member Since 2015

Interested in supporting Black female representation in the criminal justice system?



The Sarita and Claire Wright Lucas Foundation is grateful for the overwhelming offers of support. Many of you have asked how you can help. Here are a few ways you can support us:

✔ **Donate**

✔ Are you an **Amazon shopper**? Please think of us on your next order! Simply start your shopping at **smile.amazon.com** and pick **Sarita and Claire Wright Lucas Foundation** as your charity of choice. AmazonSmile will donate a portion of your eligible purchase price to our organization.

✔ **Help us to spread the word about SCWLF!** Like and share our social media pages and tell your family and friends why you support our mission.

FOR MORE INFORMATION, VISIT:

🌐 saritaandclairefoundation.org

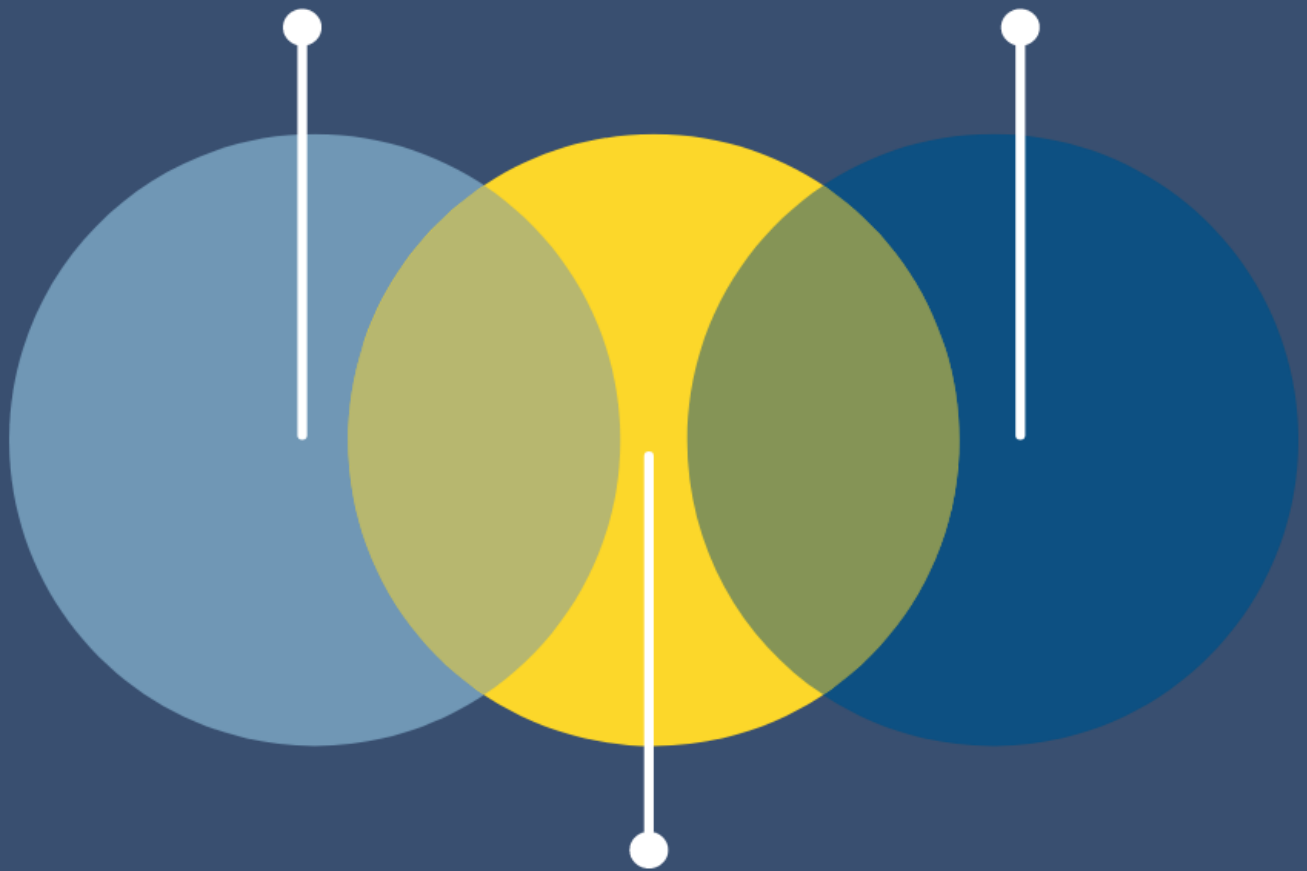
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**PASSION FOR
COMMUNITY SERVICE**

**DEDICATION TO
SEEKING EQUITY**



**SARITA AND CLAIRE WRIGHT
LUCAS FOUNDATION FELLOWS
AND AWARDEES**