

2023 Annual Report

SARITA AND CLAIRE WRIGHT LUCAS FOUNDATION



Letter from Our Board President

Dear Friends,

I am delighted to share with you the wonderful accomplishments of the Sarita and Claire Wright Lucas Foundation over the past year. In 2023, we successfully completed a groundbreaking research project that was made possible by the Microsoft Justice Reform Initiative.

The National Black Prosecutors Association recognized our efforts on August 18, 2023, and awarded us the prestigious Agent of Change Award. This distinction has helped raise our profile on a national level.

We are also thrilled to announce the launch of the Black Women's Prosecutors Project, a new initiative aimed at providing Black women with a support system, mentorship opportunities, and workshops on health and wellness.

In addition, we are proud to have awarded four scholarships and a fellowship to outstanding Black women who are committed to making a positive impact on our criminal justice system.

We could not have made these strides without your help! Thank you for your support as we continue to strive to fulfill our mission to financially support and encourage Black women who choose careers in the critically important role of prosecutor.

Most Sincerely,
Wanda Geer

President
Sarita and Claire Wright Lucas Foundation



Earning the opportunity to join a cohort of Black women prosecutors who are committed to continuing Sarita's legacy of public service is one that I will cherish throughout my career.

Morgan Rainey
2023 Scholarship Awardee

About Us

To Achieve Justice, Representation Matters

The transformational power of Black women prosecutors

Many people outside of the criminal justice system are unaware of the immense discretion prosecutors possess. Prosecutors shape the criminal legal system in our communities and are among our most impactful local officials. They play an integral and influential role in reducing incarceration, promoting accountability, and decreasing recidivism.

This enormous power is often invisible to the public, leading to misperceptions of what prosecutors do and, more importantly, what a prosecutor is supposed to look like.

But what if we could change how prosecution looked? Starting with the prosecutors.

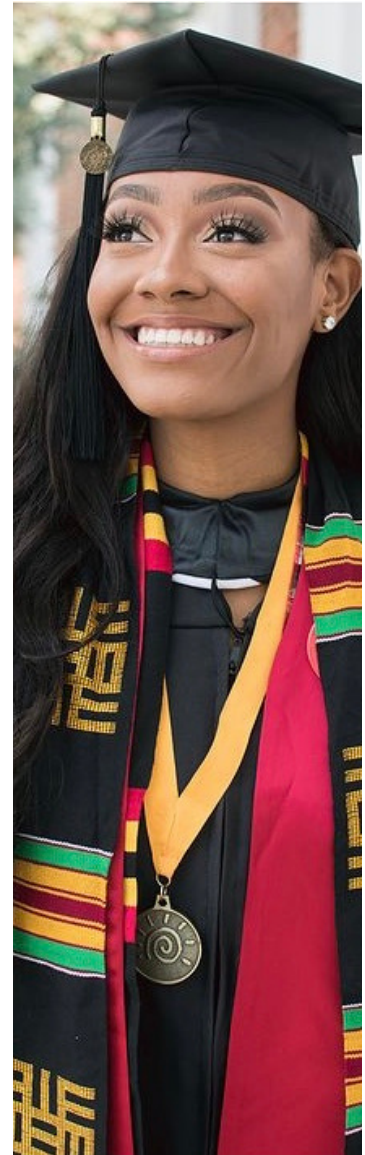
The Sarita and Claire Wright Lucas Foundation operates in the image of Sarita Wright Lucas, a young Black woman working as a prosecutor in the Delaware Department of Justice when she died unexpectedly. Heartbroken yet inspired, her family and friends came together to create the foundation with the unique goal of increasing the proportion of Black women who work as prosecutors.

This endeavor begins with educating, encouraging, and supporting Black women to become prosecutors. It is equally important to build a leadership pipeline of Black women: Black women who understand the lived experience of victims and defendants alike and who bring different and meaningful cultural values to the needs of a diverse criminal justice system. Increasing the presence of Black women in prosecuting agencies, and providing mentorship to support them in their roles, will also lead to attaining positions of influence and power where they can impact critical decisions and affect criminal justice policy.

The SCWLF is dedicated to increasing the proportion of Black women prosecutors

We do this through scholarships for Black women who are law school graduates studying for the bar and paid summer fellowships for Black women who are JD candidates interested in prosecution. We also do this through research that explores and identifies some of the causes of racial and gender inequities in the criminal justice system.

Eliminating gender and racial disparities in prosecutors' offices across the country will enhance the quality of justice for all involved. Black women prosecutors are critically important to achieving this goal. At the SCWLF we are changing this one day, one new face at a time.



Expanding Our Reach In 2024

The Scholarship More Like Sarita

We are delighted to announce that the SCWLF Scholarship is now available to black women law students nationwide. Beginning in 2024, eligible candidates who are committed to making a positive impact in offices across the United States will receive scholarships and be eligible for our employment incentive.

The SCWLF awards \$5,000 scholarships to African-American female law students who have committed to careers as prosecutors. The Scholarship program also offers a \$5,000 incentive for scholarship recipients who secure employment and complete one- year of working as a prosecutor.as prosecutors.

National Black Women Prosecutor Project

In 2024, the Sarita & Claire Wright Lucas Foundation plans to launch the Black Women Prosecutors Project. The project's objective is to connect female prosecutors nationwide, promote representation and retention, and foster relationships.

The Black Women Prosecutors Project will establish a supportive and empowering community for Black female prosecutors. We believe that personal and professional growth requires connection, community, and sisterhood.

Our program will provide a platform for Black female prosecutors to unite, learn from one another, and build lasting relationships. We aim to ensure that no prosecutor ever feels alone in their journey and that supporting one another can help us all flourish.

Our community will be a place to uplift one another and showcase the strength of our collective power. We will provide holistic support for Black female prosecutors via mentorship, community-building activities, and professional and personal development seminars.

Our goal is to support the success of Black female prosecutors, both inside and outside the courtroom.



I think it's
important to have
attorneys of color
in prosecutor's
offices because
we are able to
bring different
perspectives and
lived experiences
that can help
better inform the
work we do.

Hawolul Ibrahim
2023 Fellowship Awardee

Rising Above Our 2023 Awardees

As a star Deputy Attorney General, Sarita Wright Lucas shone brightly at the Delaware Department of Justice. She was a fierce leader, a respected colleague, and a strong proponent of always doing the right thing. With Sarita's determination serving as a guiding light, we look to motivate aspiring Black women prosecutors to carry on her legacy.

The Sarita and Claire Wright Lucas Foundation commits to diversifying the prosecutorial field to increase equity and fight for anti-racism in the prosecutorial space. Since our inception, we have awarded 24 scholarships and four fellowships to incredible Black women, determined to change the narrative around their involvement and success in criminal justice.

The Sarita and Claire Wright Lucas Foundation is thrilled to offer the scholarship nationwide, changing the lives of exceptional young women passionate about public service.

This year's awardees have risen above the obstacles designed to hinder them, and we are honored to support them in their academic and professional endeavors and welcome them to the SCWLF community.



CARLANDE NICOLAS

CANDIDATE FOR JURIS DOCTORATE J.D. MAY 2023
NEW ENGLAND SCHOOL OF LAW

Hailing from the Bronx, NY, Carlande is an alumnus of Boston College and Northeastern University. She has experience in both the Massachusetts and United States Attorney's Offices, completing work as a Certified Criminal Bureau Legal Intern and Criminal Division Legal Intern, respectively. Professionally, Carlande has worked with the Children's Advocacy Center of Suffolk County as a SEEN (Support to End Exploitation Now) Program Assistant, the Northeastern Violence and Justice Research Laboratory, and the United Nations.

MORGAN RAINEY

CANDIDATE FOR JURIS DOCTORATE J.D. MAY 2024
PENN STATE UNIVERSITY DICKINSON LAW SCHOOL

A Pennsylvania native, Morgan Rainey earned her B.S. and M.S. from West Chester University of Pennsylvania. At Penn State, she was a 1L Representative for the Black Law Student Association, among many other activities. Morgan has been extensively involved with the Dauphin County District Attorney's Office as both a Legal Extern and Certified Legal Intern. In addition, she was a Legal Extern to the Honorable Royce L. Morris at the Dauphin County Court of Common Pleas and an intern at the Governor's Office of General Counsel in Pennsylvania.



TRACEY BAKER

CANDIDATE FOR JURIS DOCTORATE J.D. JULY 2023
WIDENER DELAWARE SCHOOL OF LAW

Tracey Baker has years of experience across many disciplines. Her legal experience includes working as a Certified Legal Intern with the Veterans Law Clinic at Delaware Law School, and as a Summer Law Clerk with the Delaware Department of Justice. Outside of law, Tracey is a leader in many fields, including information systems and technology and health care administration. She is currently an Information Technology Specialist with the Centers for Medicare and Medicaid Services in Baltimore.



In reading about Sarita, it was apparent to me that she was a woman who was committed to doing what was right. She seemed to approach her role as a prosecutor by balancing compassion with fairness to achieve that goal...I hope to be a similar leader and mentor in my legal career.

Tracey Baker
2023 Scholarship Awardee

JASMINE JACKSON

CANDIDATE FOR JURIS DOCTORATE J.D. MAY 2023
AMERICAN UNIVERSITY WASHINGTON COLLEGE OF LAW

Jasmine Jackson earned her B.A. from the University of North Carolina at Chapel Hill. She is currently serving as a Staff Officer at the Defense Intelligence Agency in Washington, DC. Previously, she was a Law School Intern with the Department of Justice National Security Division – Counterterrorism. Outside of the legal field, Jasmine is passionate about international and geopolitical affairs, as well as issues of national security. She previously served as an Employee Engagement Specialist with ManTech International Corporation in Hanover, MD.



The Sarita and Claire Wright Lucas Foundation Fellowship recognizes the value in supporting underrepresented minorities in the legal profession and its mission to support and empower future lawyers like myself.

Hawa Ibrahim 2023 Fellowship Awardee



HAWOLUL IBRAHIM

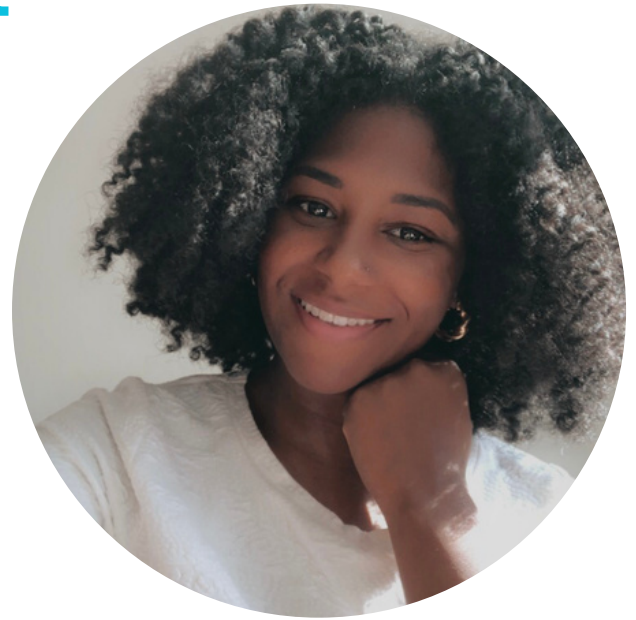
2L STUDENT AND FELLOWSHIP AWARDEE
SUFFOLK UNIVERSITY LAW SCHOOL

Hawa Ibrahim is a first-generation student who grew up in Roxbury, MA. She has worked in the Massachusetts Attorney General's Office in the Civil Rights Division, and recently received an offer from Suffolk County District Attorney's Office for a position in their Summer Internship Program. At Suffolk, Hawa is a legal writing Teaching Assistant, a Research Assistant for the Zoning Atlas Project with Professor John Infranca, the Secretary of Suffolk Law's Black Law Student Association, and a member of the Women of Color Law Association.

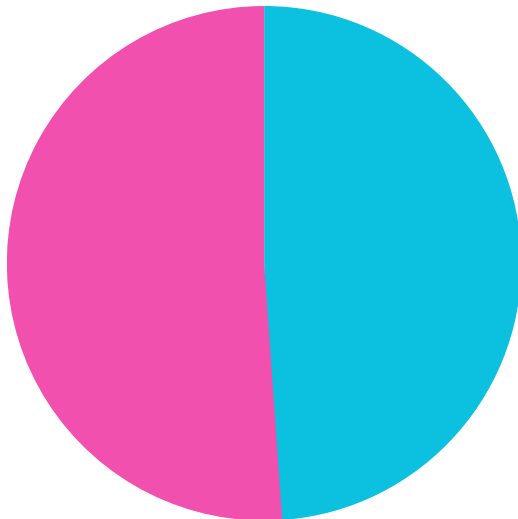
Financial Statement

INCOME 2022	IN THOUSANDS
Individual Contributions	\$37K
Corporate Sponsorships	\$9K
Restricted Grants (Microsoft Research)	\$40K
Unrestricted Grants	\$19K
Total Revenue	\$105K

EXPENSES 2022	IN THOUSANDS
Scholarship Awards	\$17,155K
Scholarship Employment Incentives (Allotted)	\$15K
Fellowship Awards	\$14K
Microsoft Catalyst Grant (June 2022 – March 2023)	\$25,788K
Fundraising	\$5,130K
General Operating	\$23,337K
Total Expenses	\$100,410K



2022 Income vs. Expenses



2022 Grants Received

Foley Hoag Foundation
\$4,000

Gardiner Howland Shaw
\$15,000

Microsoft Catalyst Grant
\$40,000

2023 Funds Awarded

Scholarships
\$20,000

Employment Incentives Allotted
\$20,000

Employment Incentives Awarded
\$10,000

Fellowships
\$7,000

OUR COMMITMENT

Black women who become prosecutors have chosen a challenging career in public service. Community perceptions, student loans, and lower salaries vs. entry-level private sector attorneys are all reasons why they need our support.

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