

VW
FWD

The logo features the letters 'VW' stacked above 'FWD' in a white, bold, sans-serif font. To the right of the text is a graphic consisting of three overlapping, right-pointing chevrons in shades of gray, creating a sense of forward motion.

VELA | WOOD **FORWARD**



OUR PURPOSE

In response to the civil rights issues highlighted by police brutality, the global pandemic, and the Black Lives Matter movement, Vela Wood created VW FWD in July of 2020.

VW FWD's mission is to educate and provide opportunities for employees to become agents of social change, and serve as a positive force within our firm's communities.



OUR
COMMITMENT



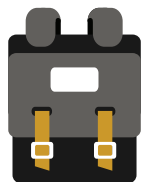
DONATION

In 2020, we committed to donating \$500,000 over ten years to social justice causes, beginning with \$150,000 pledged over the first three years to institutions specifically focused on supporting Black Americans. In 2020, we donated \$50,000 and in 2021 we donated \$45,000.



AWARENESS

We committed to engage in regular internal discussion forums via the VW FWD Media Club. In 2021, we read *Between the World & Me* by Ta-Nehisi Coates and *How to Be An Antiracist* by Ibram X. Kendi.



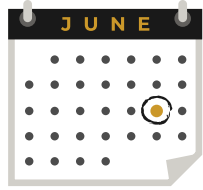
EDUCATION

We committed to learn more about Diversity, Equity, & Inclusion (DEI). In 2021, we held 9 DEI workshops through sessions with Rashanna Moss of Modern Muse LLC.



OPPORTUNITY

We committed to provide opportunities to get involved in the communities of the Vela Wood offices through volunteer efforts. In 2021, we partnered with Youth Revive and St. Anthony (K-8), a school in South Dallas, for an employee volunteer event.



CELEBRATION

We committed to celebrate Juneteenth as an annual firm holiday. Since Juneteenth fell on a Saturday in 2021, we closed the firm on Friday, June 18th to celebrate.



HIRE

We committed to hire interns/runners from historically Black colleges and universities in Austin and Dallas. We will use this as a pathway for Black students interested in practicing law to step into a legal career.



PROTEST

We committed to encourage members of our firm to continue to support causes that demand justice and an end to systemic racism. In 2021, we financially supported employee causes, such as the Equal Justice Center.

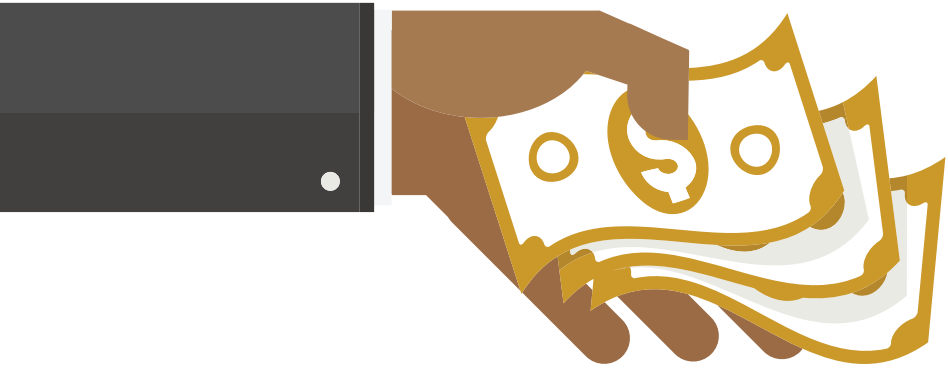


VOTE

We committed to allow time for and encourage employees to research candidates and policies that support legislation that is important to them. In 2021, we partnered with the Metroplex Civic and Business Association (MCBA), an organization focused on improving voter turnout across DFW.

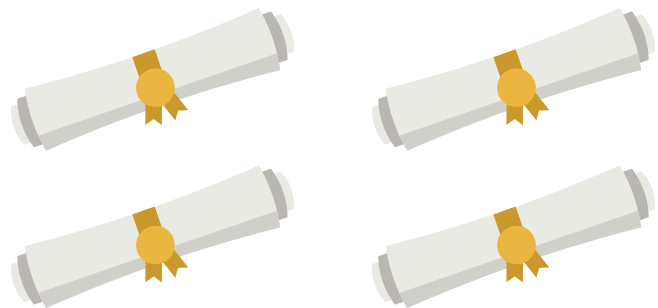


OUR
IMPACT



\$45,000

DONATED



4 SCHOLARSHIPS
AWARDED

7 NON-PROFITS
SUPPORTED

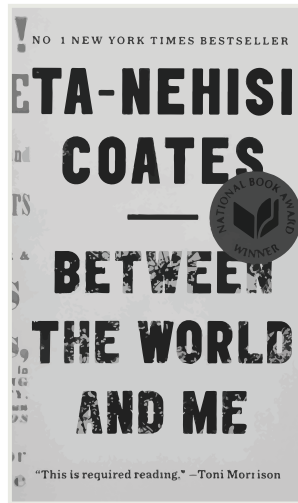


10

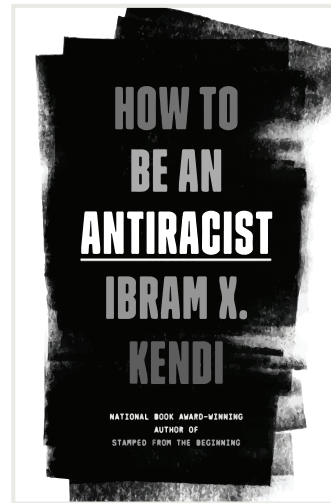
DAYS OF
REIMBURSED
LUNCHES
ORDERED FROM
MINORITY-OWNED
RESTAURANTS

IMPACT OVERVIEW, CONTINUED

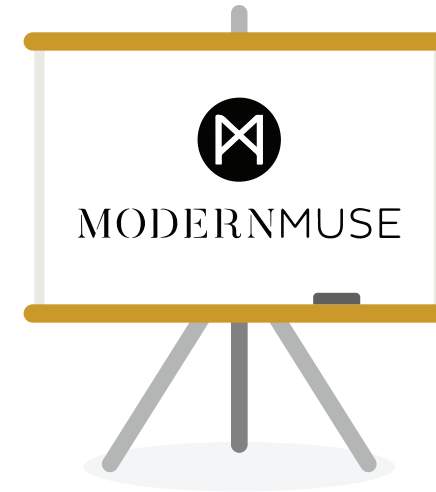
WHAT WE READ, WATCHED, & LISTENED TO



(MOVIE & PODCAST)



(BOOK)



9 DIVERSITY, EQUITY, & INCLUSION WORKSHOPS

With Rashanna Moss from ModernMuse

EMPLOYEE VOLUNTEER EVENT

Vela Wood partnered with Youth Revive and St. Anthony (K-8), a school in South Dallas, to provide assistance improving the school's playground areas and was featured on CBS 11 News!





OUR
SCHOLARSHIPS
& DONATIONS

SCHOLARSHIPS



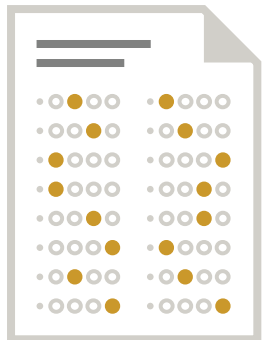
**\$21,500
TOTAL**

4 RECIPIENTS
OF \$5,000
EACH



\$10,000

2 STUDENTS
\$2,500 per semester
of Fall 2021 and
Spring 2022



\$1,500

FOR 1 LSAT
PREP COURSE



\$10,000

2 STUDENTS
\$2,500 per semester
of Fall 2021 and
Spring 2022

OTHER DONATIONS

END THE BACKLOG

A national non-profit organization that seeks to end the injustice of sexual violence by identifying jurisdictions with rape kit backlogs and assisting them with developing and implementing survivor-centered reforms.

\$1,500

YOUTH REVIVE

A Dallas based organization that provides character and civic education to help close the civic empowerment gap for youth in low-income communities.

\$1,500

AT LAST!

A South Dallas organization that provides boarding for underprivileged students during the week to give them the resources that they often lack at home (food, reasonable sleeping arrangements, dedicated study time, tutoring).

\$10,000

AFRICAN AMERICAN YOUTH HARVEST FOUNDATION

An Austin based organization that provides hands-on service through school and community-based programs to enhance the quality of life for African American and low-income youth and families.

\$2,500

OTHER DONATIONS, CONTINUED

AUSTIN AREA URBAN LEAGUE

An Austin based organization that provides tools to African Americans and under-served populations to build a foundation for social and economic equity and equality.

\$2,500

SEEDLING MENTOR PROGRAM

A Central Texas organization that provides children with a long-term, positive relationship that helps them navigate the challenges experienced during an extended period of family separation due to parental incarceration.

\$2,500

NOTLEY

An Austin based organization that operates multiple nonprofits including local community racial justice organizations to help make lasting change.

COMMUNITY PODS (\$1,000)

Notley Community Pods worked with AISD K-5 public school to provide students from low-income families with access to a safe and healthy place to learn in Central Texas during the pandemic while public schools were closed. VW provided a general donation to assist the program.

LUNCHES WITH LOVE (\$50)

VW provided a pizza and cookie lunch for the children enrolled in the Community Pods program.

SUMMER CAMP (\$250)

VW provided underprivileged kids enrolled in Notley's Summer Camp program with backpacks, reusable water bottles, sunscreen, and VW FWD stickers!

\$1,300 TOTAL



Vela Wood pledges to continue to provide opportunities for learning and involvement, foster open conversations and inclusivity, and support institutions focused on supporting Black Americans.

FOR INQUIRIES, CONTACT

vwforward@velawoodlaw.com