

VW FWD



VELA | WOOD **FORWARD**



OUR PURPOSE

VW FWD's mission is to provide financial resources and volunteer hours to organizations and causes that support justice and equal rights for marginalized communities and to educate and provide opportunities for our employees to become agents of social change.



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. To date, we have donated \$150,000 of our \$500,000 pledge.



AWARENESS & EDUCATION

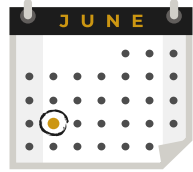
We committed to engage in regular internal discussion forums via the VW FWD Media Club and learn more about DEI in the workplace. In 2022, we listened to and discussed the podcast Nice White Parents by Chana Joffe-Walt, and an episode entitled The Neutrality Trap in Our Society, from the podcast, Diversity: Beyond the Checkbox by Jackie Ferguson, CDE.



OPPORTUNITY

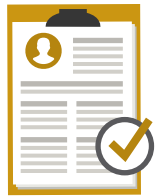
We committed to provide opportunities to get involved in the communities of the Vela Wood offices through volunteer efforts. In 2022, our Dallas office continued its partnership with Youth Revive through multiple volunteer events and our Austin office volunteered with the Salvation Army.

COMMITMENT OVERVIEW, CONTINUED



CELEBRATION

We committed to celebrate Juneteenth as an annual firm holiday. We closed the firm on Monday, June 20, 2022 to observe Juneteenth.



HIRE

We committed to hire interns/runners from historically Black colleges and universities in Austin and Dallas. After interning with our Austin office for 10 months, VW hired a Huston-Tillotson graduate and aspiring law student in a permanent position.



PROTEST

We committed to encourage members of our firm to continue to support causes that demand justice for all citizens. In 2022, we financially supported the Texas Access to Justice Commission which aims to develop and implement initiatives designed to expand access to, and enhance the quality of, justice in civil legal matters for low-income Texans.



VOTE

We committed to allow time for and encourage employees to research candidates and policies that support legislation that is important to them. In 2022, we continued our partnership with the Metroplex Civic and Business Association (MCBA), an organization focused on improving voter turnout across DFW.



**OUR
IMPACT**



\$57,000
DONATED

9 NON-PROFITS
SUPPORTED



8 SCHOLARSHIPS
AWARDED

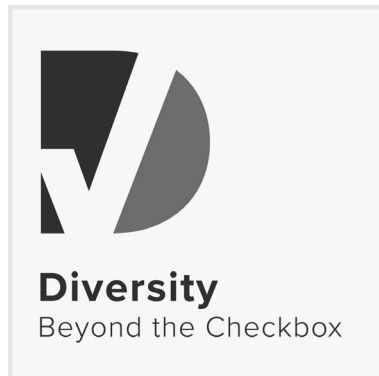


11
DAYS OF
REIMBURSED
LUNCHES
ORDERED FROM
MINORITY-OWNED
RESTAURANTS

WHAT WE LISTENED TO



BY CHANA
JOFFE-WALT



BY JACKIE
FERGUSON,
CDE

EMPLOYEE VOLUNTEER EVENTS




YOUTH REVIVE

The Dallas office volunteered for multiple events, including Youth Revive's Back 2 School Event at the Perot Museum and its Community Action Project Day for Ignite Me schools.



SALVATION ARMY

The Austin office volunteered in person with the Salvation Army through its Angel Tree Program.



OUR
SCHOLARSHIPS
& DONATIONS



\$20,000

WE ESTABLISHED A \$20,000 SCHOLARSHIP IN PARTNERSHIP WITH KAPLAN, IN ORDER TO PROVIDE **26** BLACK ASPIRING LAW STUDENTS WITH A FREE LSAT PREP COURSE.



\$5,000

DONATED TO TULANE LAW/
WALDRUP-CROSBY SCHOLARSHIP
ENDOWED FUND

OTHER DONATIONS

3 DAY STARTUP

A nonprofit organization that seeks to create opportunity and build community through entrepreneurship education that is dynamic and inclusive.

\$2,200

BLACK AMBITION PRIZE

Founded by Pharrell Williams, Black Ambition is a nonprofit initiative working to close the opportunity and wealth gap for Black and Hispanic Americans through entrepreneurship.

\$2,200

BLACK PROFESSIONAL ALLIANCE

An Austin-based nonprofit organization that aims to synergize Black-led organizations and find new solutions to old problems.

\$500

THE CHRIS HOWELL FOUNDATION

A Dallas-based organization that provides programs and services to vulnerable communities that address disparities in health, wellness, and financial literacy.

\$6,000

OTHER DONATIONS, CONTINUED

NOTLEY

An Austin based organization with both a for-profit and nonprofit model which envisions a world in which the integration and collaboration of purpose and profit brings about lasting systemic change. Through our sponsorship of Notely's Philanthropitch Austin program, we allocated \$7,500 in funds directly to the following Austin nonprofits: 3 Day Startup, Black Professional Alliance, Issue Voter, and Todos Juntos Learning Center.

\$7,500

TEXAS ACCESS TO JUSTICE COMMISSION

A commission created by the Supreme Court of Texas in 2001 and charged with developing and implementing initiatives designed to expand access to, and enhance the quality of, justice in civil legal matters for low-income Texans.

\$3,300

WATERMARK COMMUNITY DEVELOPMENT CORPORATION

A Dallas based nonprofit organization that serves economic needs like financial literacy and job placement programs in under-resourced Dallas communities, empowers communities to transform their own welfare and livelihoods and supports healthy financial independence for community members.

\$1,000

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.

\$6,500



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 and other marginalized communities.

FOR INQUIRIES, CONTACT

vwforward@velawoodlaw.com