



Alabama

ANNUAL REPORT

FY25

A Letter From the Executive Director



This year, we celebrated the ACLU of Alabama's 60th Anniversary. Reflecting on all that we have accomplished since our founding during the Civil Rights Movement, I am humbled by the scope of our justice movement and by the bravery of the leaders and activists upon whose shoulders we stand. Their vision for a more equitable Alabama has never been more potent. As we work to defend Alabamians' civil rights and liberties in the courts, legislature, and our communities, we are fortified by their sacrifices and indebted to their courage.

Despite national and local challenges, this year our affiliate celebrated remarkable wins in our three priority issue areas: Voting Rights, Gender Justice, and Criminal Legal Reform. We launched Project M.O.V.E., an ambitious statewide voter registration campaign aimed at registering historically marginalized Black voters; and alongside our partners, secured another win in *Allen v. Milligan*, our federal redistricting case. Thanks to these efforts, Alabama will have a fair Congressional voting map for the next ten years.

In 2025, we achieved a major legislative milestone when the governor signed the Alabama Maternal Healthcare Act into law. This was the first bill our team was instrumental in writing and passing unanimously through both chambers of the Legislature. The bill guarantees pregnant people Medicaid coverage for up to 60 days while their applications are processed and will bring lifesaving care to pregnant people and babies across Alabama.

This year, we launched our strategic plan, Project 2030, which establishes the affiliate's values and outlines concrete goals and metrics for the next five years. This includes our commitment to working within an integrated advocacy model by building strategies across departments, programs, and areas of expertise to center our communities and amplify voices that have historically been marginalized.

It goes without saying that we are living through unprecedented times. The liberties enshrined in our Constitution and Bill of Rights are under assault, making our work more important than ever. That work is only possible thanks to you. Your support of the ACLU of Alabama is what makes us effective, and we could not be more grateful.

In Community ,
JaTaune Bosby Gilchrist



**EQUITY
FOR
ALL**

ACLU

OUR TEAM

Staff

Executive Team

JaTaune Bosby Gilchrist, *Executive Director*
Kiesha Favor, *Director of People and Operations*
A.J. Reese, *Chief Financial Officer*

Senior Leadership Team

Alison Mollman, *Legal Director*
A’Niya Robinson, *Policy and Advocacy Director*
Jose Vazquez, *Communications Director*
Elizabeth Shannon, *Development Director*

Communications

Kayla Sloan, *Digital Strategist*
Justala Simpson, *Communications Associate*
Adam Muhlendorf, *Press Strategist*

Development

Ellen McCartney, *Development Strategist*

Operations

Teresa Galloway, *Accounting Clerk*
Asia Muhammad, *Operations Coordinator*

Legal

Laurel Hattix, *Senior Attorney*
Nichelle Cunningham, *Paralegal*
Simone Hampton, *Legal Fellow*
Courtlyn McMeans, *Smart Justice Organizing Coordinator*

Policy & Advocacy

Samuel Duff, *Voting Rights Policy Strategist*
Courtney Andrews, *Reproductive Rights Policy Strategist*
Kenya Shavers, *Voting Rights Coordinator*
Celsa Stallworth, *Organizing Manager*
Shayla Mitchell, *Election Protection Organizer*
Kamilah Kenyatta, *LGBTQ + Rights Organizer*

Board of Directors

Kindred Motes, *Board Chair*
Carmen Chambers, *Vice Chair*
Ana Delia Espino, *Treasurer*
Yamini Bhat, *Secretary*
Dr. Denise Davis-Maye, *Equity Officer*
Glory McLaughlin, *Immediate Past President*
Kira Fonteneau, *National Board Representative*
Carmarion Anderson-Harvey
Michelle Browder
Heather Fann
Roberta Jackel
Joel Sogol
Teumbay Barnes
Reverend Julie Conrady
Stephanie Gilmore, PhD
Paul Rand
Pastor Richard Williams
Jerome Dees
Carlos Torres

OUR STAFF



Kiesha Favor
Director of People and Operations



A.J. Reese
Chief Financial Officer



Jose Vazquez
Communications Director



Alison Mollman
Legal Director



A'Niya Robinson
Policy and Organizing Director



Elizabeth Shannon
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Digital Media Strategist



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Election Protection Organizer

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Kamilah Kenyatta
LGBTQ+ Organizer



Asia Muhammad
Operations Coordinator



Teresa Galloway
Accounting Clerk





ACLU of Alabama Celebrates 60 Years in the Fight

ACLU60
Alabama

Image Source: Jill Friedman



The ACLU of Alabama has been at the forefront of the fight for civil rights and civil liberties in Alabama since its founding 60 years ago.

Formally established in 1965 during the Civil Rights Movement, we served as a critical line of defense against racist and unconstitutional threats to our democracy. Today, our staff of community organizers, public policy experts, communication professionals, and lawyers continue to defend Alabamians' civil rights and civil liberties in our courts, legislature, and communities.



Day of Service

On the morning of Jubilee, our staff volunteered to clean the home and yard of Susie Anderson Watkins, a Foot Soldier from the Civil Rights Movement. Our Day of Service is a valuable opportunity for our staff to give back to the community and connect with Selma's rich history of activism.

Southern Convening

This year, we were honored to host 215 staff members from our national office and the Southern Collective, a coalition of southern ACLU affiliates, for a convening in Montgomery. Over three days, we participated in educational workshops, shared goals and resources, planned for the future, and strengthened working relationships. We are deeply proud to be a part of this organization and appreciate the opportunity to share Alabama's challenging and inspirational history with our colleagues.

60 Years... Still Fighting

We filed a federal lawsuit on behalf of two community advocates, Yolanda Ratchford and Tytianna Smith, who were arrested after silently holding letter-size pieces of paper that said “Good Trouble” at a school board meeting in November 2023. The lawsuit was filed against the Chambers County Board of Education, Chambers County, the City of Valley, and multiple officials and police officers and highlights the egregious violations of Ms. Ratchford and Ms. Smith’s constitutional rights in their arrest.

In January, along with the Legal Defense Fund, we filed a complaint and motion for a preliminary injunction on behalf of a group of Alabama educators, students, and the Alabama State Conference of the NAACP, asking a District Court in Alabama to immediately halt implementation of a harmful censorship law, SB129, that limits certain discussions about race and sex-based inequalities. SB129 has imposed severe viewpoint restrictions on professors and students in public Alabama universities, including classroom discussions and university programs, since it took effect in October 2024. It is difficult—if not impossible—to ascertain what exactly is or is not prohibited by SB129 due to its vague and confusing language, which further restricts speech.



VOTING RIGHTS

In the Courts

This spring, we celebrated another major win in *Milligan v. Allen*, our redistricting case, when a U.S. federal judge ruled that Alabama's 2023 congressional map not only violates Section 2 of the Voting Rights Act but was enacted by the Alabama Legislature with racially discriminatory intent. This ruling establishes that Alabama's congressional map must include two districts where Black voters may elect candidates of their choice (like the map ordered by the court in October 2023) for the remainder of the decade.



Alongside our partner litigation teams, we have continued to fight for fair state lines in *Stone v. Allen* under Section 2 of the Voting Rights Act of 1965. We are currently awaiting a decision.

Our lawsuit against Senate Bill 1, a bill that criminalizes obtaining help during the voting process, continues. We secured a preliminary injunction and SB 1's key criminal sanctions cannot be enforced against disabled, blind, or low literacy voters or against their chosen assistors.

In the Legislature

During the 2025 Legislative Session, we supported multiple voting rights bills that attempted to expand the ability for Alabamians to vote fairly, freely, and safely. From making Election Day a State Holiday (SB64) to Early Voting Expansion (SB71), it's clear that our communities want to see better access to the polls for 2026 and beyond.

We hosted another successful session of Werk the Lege, our legislative education program; and we supported our partners' lobby days, including Alabama Arise, AVRC, Alabamians for Fair Justice, and Immigration Lobby Day. We strengthened strategic partnerships with voting rights advocates across the state, solidifying the affiliate's reputation as a leader in voting rights.

In the Community

Last year, we successfully launched the first phase of Project M.O.V.E. (Make Our Voices Echo), an ambitious, first-of-its-kind, statewide voter turnout campaign with the goal to increase Black voter turnout across Alabama by 5% in 2028. Between August and November, our team:

**MADE
16,487
CALLS ASSESSING
COMMUNITY NEEDS**

**SENT
15,000
VOTER RIGHTS
MAILERS**

**76 SECURED
NEW VOLUNTEERS**
**40 ATTENDED
STATEWIDE
COMMUNITY EVENTS**
**10 ATTENDED
HBCU CAMPUS
VISITS**

VOTER TURNOUT INCREASED ACROSS OUR TARGETED CONGRESSIONAL DISTRICTS: 2, 5, AND 7 AS COMPARED TO 2022; AND IN THE NEW CONGRESSIONAL DISTRICT (CD2), BLACK VOTERS ELECTED A REPRESENTATIVE OF THEIR CHOICE.



GENDER JUSTICE

In the Courts

Last month, our legal team, in partnership with ACLU National Reproductive Justice Project, achieved a major win in federal court against Alabama Attorney General Steve Marshall on behalf of our clients, Dr. Yashica Robinson, Alabama Women's Center, and The West Alabama Women's Center. A federal judge ruled that organizations can continue supporting Alabamians seeking abortion care outside the state without fear of surveillance or prosecution. Marshall has agreed not to appeal the ruling, so our win is final in this case.

Also in May, an Alabama trial court permanently blocked the Alabama Department of Public Health from regulating freestanding birth centers like hospitals and imposing onerous licensing rules that made it effectively impossible to provide midwifery care in the state. That ruling is being appealed, but our Legal Department is prepared to defend our victory in Alabama's appellate courts.



In the Legislature

During the 2025 Legislative Session, we achieved our most impactful legislative win in recent history with the passage of the Alabama Maternal Healthcare Act. The bill guarantees pregnant people Medicaid coverage for up to 60 days while their applications are processed and will bring lifesaving care to pregnant people and babies across Alabama. This was a bill that the affiliate wrote and shepherded through unanimous passage in both chambers of the Legislature, building coalitions with lawmakers across the political spectrum.

In the Community

This fall in partnership with UAB, we held a listening session in Selma with Black women who have experience with pregnancy and birth. The session was deeply moving and broadened our staff's understanding of the many barriers to care Black women face in our state. It was an invaluable opportunity for our staff to learn directly from people impacted by this crisis while providing them with a safe space to share their experiences. Based on our success, we have planned seven additional sessions across the state.



CRIMINAL LEGAL REFORM

In the Courts

This fall, our Legal Team began direct representation of people seeking parole. In October, our Legal Director successfully secured parole for a client who had been incarcerated for the last 21 years, serving a life sentence under Alabama's Habitual Felony Offender Act. Also in October, our Senior Staff Attorney successfully represented a client who had served six years on an 18-year sentence.



In the Legislature

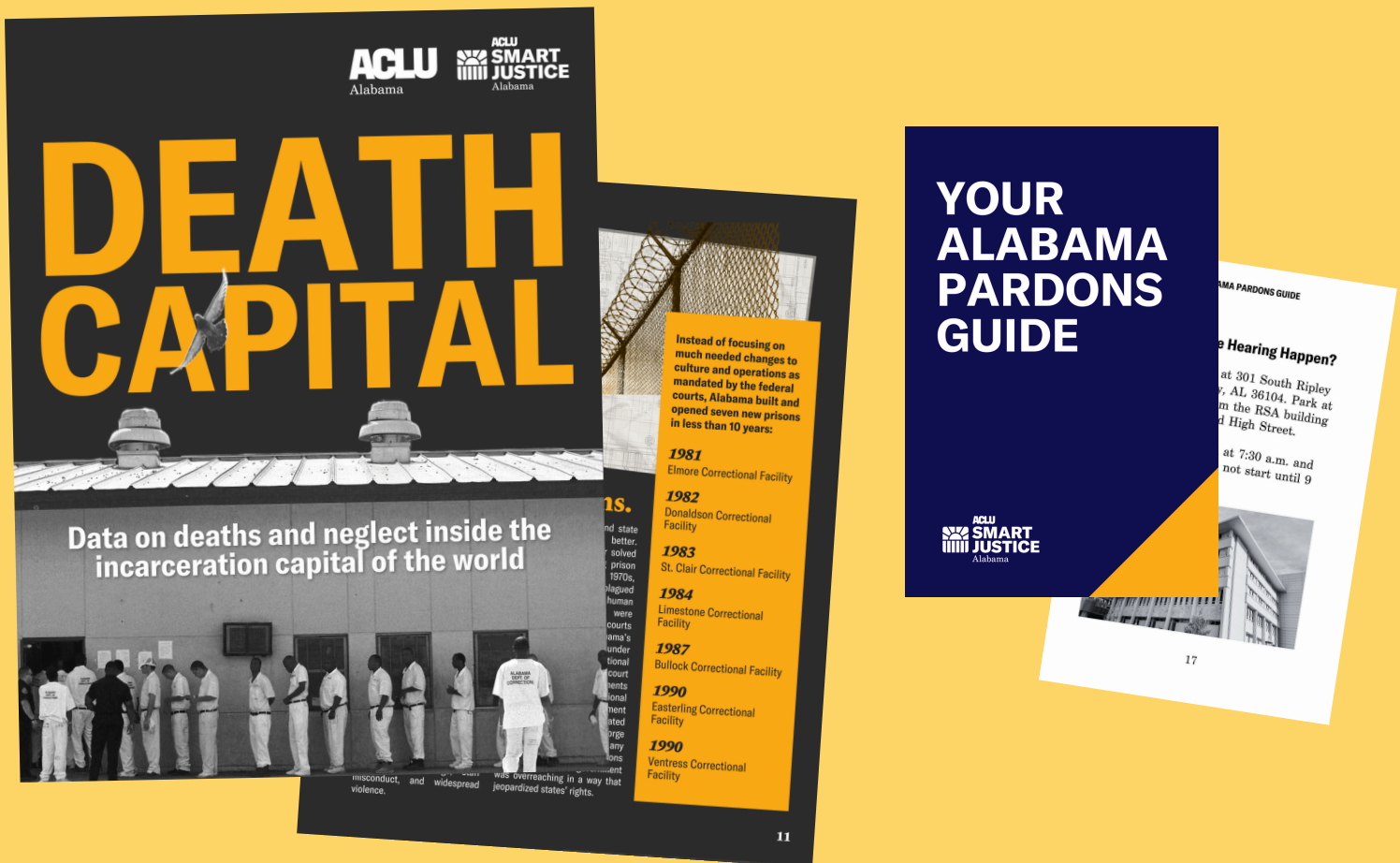
We celebrated a major win with Alabama's 2026 General Fund Budget, which the Governor signed into law in early May and will only fund the Board of Pardons and Paroles if they draft new parole guidelines. In July, we achieved another goal when the Board's Chair and most consistent "no" vote was removed. Our 2023 Parole Watch Report, which exposed the Board's racist and inconsistent application of parole, served as a touchstone around which groups have rallied for these reforms.

We supported several prison and parole reform bills, including a virtual participation bill. Alabama does not allow people seeking parole to participate in their own hearings but does have the technological infrastructure to support virtual participation. This bill would allow those seeking parole to participate via a tablet.

In the Community

This winter, in partnership with our national office, we released our first ever Prison Death Data Report. Alabama's prisons are among the deadliest in the nation due to homicide, suicide, and drug overdose. Alabama Department of Corrections (ADOC) provides little or no information regarding prison deaths and does not keep records of prison deaths. Over the last year, our team kept a database of all data relating to prison deaths which we compiled into a comprehensive report and released on our website.

After a robust research phase, we released our Pro Se Pardon Guide which includes practical information to clarify the complex pardons process. The guide is available on our website.



FIRST EVER DEATH CAPITAL REPORT

In 2019, ADOC's own staff members reported to the DOJ that "without a doubt" the number one way contraband is getting into prison is staff smuggling it in. During just three months in 2024, over 50,000 grams of illegal drugs were found in ADOC facilities. By November 2024, 38 ADOC staff members had been arrested for contraband. The failure of ADOC to accurately document causes of death limits the ability of policymakers to fully understand the deadly effects of contraband within its system. Our report, illustrated by artist Carey Grayson who was executed by the state of Alabama on November 21, 2024, shines a light on what is happening in our prisons.



KEY FINDINGS

Through our investigation, we found a total of 277 deaths in ADOC custody in 2024.

Never before have we had access to the demographic data, stories, and causes behind these deaths. Our findings shine a light on what's happening inside Alabama's prisons.

72%

OF ALL INDIVIDUALS
WHO DIED VIA
HOMICIDE
WERE BLACK

104

DEATHS
LISTED AS
UNKNOWN CAUSE/
UNDER INVESTIGATION

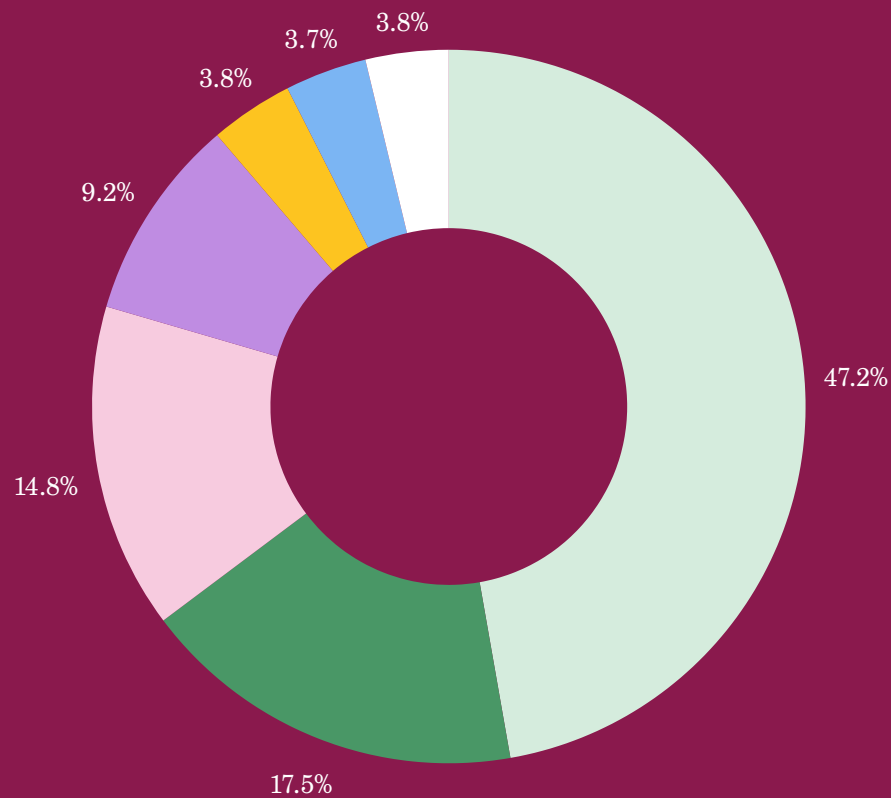
38

ADOC STAFF
MEMBERS
ARRESTED
FOR CONTRABAND IN 2024

46

ACCIDENTAL/
OVERDOSE
DEATHS

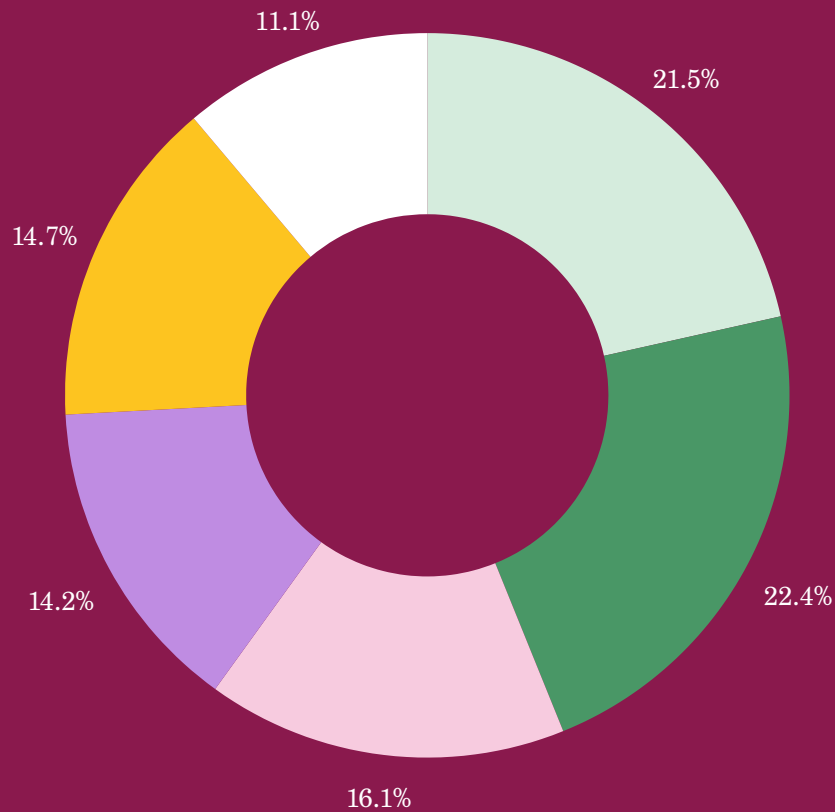
2024 - 2025 BUDGET



FY25 BUDGET - \$2,710,000

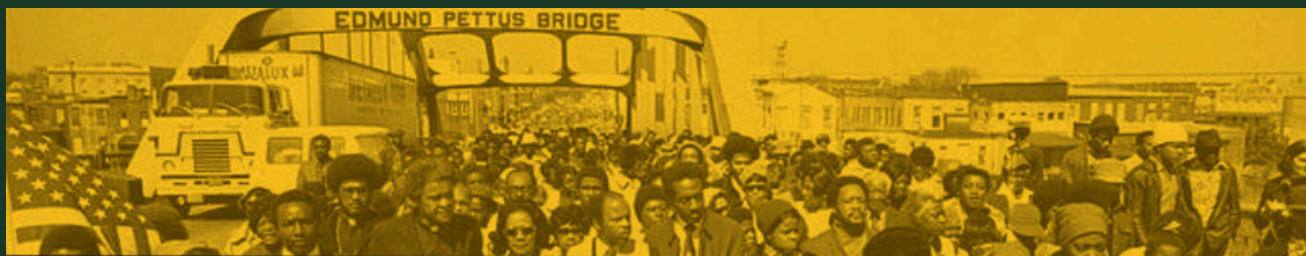
<div></div>	National Grants - \$1,280,000
<div></div>	Outside Grants - \$475,000
<div></div>	GMI - \$400,000
<div></div>	Mega Gift Share - \$250,000
<div></div>	Donations and Major Gifts - \$102,500
<div></div>	Interest, Dues and Other - \$100,500
<div></div>	Legal and Cost Reimbursement - \$102,500

2024-2025 EXPENSES



FY25 EXPENSES - \$2,710,000





ACLU OF ALABAMA STRATEGIC PLAN

VISION 2030



Our leadership staff worked closely with experts to craft a strategic plan for the ACLU of Alabama's growth and impact over the next five years. Strategic Vision 2030 is the culmination of these efforts. This plan reflects the affiliate's core values, promises to the community, and actionable steps toward organizational growth and a more equitable Alabama.

WE THE PEOPLE

DEFEND AND PROTECT OUR CIVIL LIBERTIES IN ALABAMA.

BECOME A MEMBER.

Members provide flexible financial support allowing us to defend freedom at every turn. For as little as \$20 per year, you will be a card-carrying member of the ACLU, proudly joining our state and national work. From Montgomery to D.C., you will be a part of our movement.



MAKE A DONATION.

The ACLU of Alabama Foundation is a nonprofit 501(c)3 organization. Your tax-deductible gift will support a wide range of our work, including litigation, advocacy, and public education. We rely on our donors to support all of our strategic initiatives.



TAKE ACTION.

Lend us your time, your talent, and your voice. Sign up for our email action network so you can find out first about urgent actions, petitions, protests, and other volunteer opportunities. We need an activist core to help us protect civil rights and civil liberties in Alabama.



ACLU60

Alabama

