

OUR PRIORITIES

Prevent & reduce violence
Bridge community conflict
Support diversity, equity & inclusion



To support the prevention and resolution of conflicts by expanding access to alternative dispute resolution.

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Chair's Letter

01.

Conflict is prevalent, including violent conflict, and the AAA-ICDR Foundation sees endless opportunity to promote peaceful prevention and resolution of conflict across all parts of society and the economy. Actual violence resulting in injury and death often arises from unresolved conflicts between neighbors, high school groups, employees and their employers, and domestic partners or even siblings. Many other unresolved disputes are preventing a better quality of life for all—peaceful resolution of disputes benefits everyone. This is why our priorities are preventing and reducing violence; bridging community conflict; and supporting diversity, equity, and inclusion.

No group has been more generous in supporting the Foundation than the American Arbitration Association's (AAA) Roster of Arbitrators and Mediators. For several years now, thousands of Roster members have voluntarily sent in their own special contributions or donated part of their Roster member fee—or both—to the Foundation. These donations, which amount to hundreds of thousands of dollars each year, make a big difference in the work the Foundation and our grantees can do.

That breadth of support also makes the Foundation more confident: There is strength in numbers, and AAA Roster members contribute even more to this spirit of service by giving their time to causes that align with the Foundation's mission and priorities. More than 20 of them serve as AAA Ambassadors for the AAA-ICDR Foundation, spreading the word about our work and encouraging appropriate projects or groups to consider us when seeking conflict management grants.

In a recent inquiry, the AAA also learned that many arbitrators and mediators on the Roster are active pro bono lawyers and pro bono mediators, and they volunteer in numerous nonprofit programs that are not law-related. Some are helping the homeless or underprivileged kids in schools, and others are counseling and coaching those who suffer from alcohol or drug addiction.

Because of the generosity of Roster members and the AAA itself, the Foundation felt confident increasing our grants and our reach in 2022 to well over \$2 million. The Annual Grant Cycle provided more funding than ever before to seven worthy organizations, and one Rapid Response grantee is providing training in trauma management to mediators assisting Ukrainian refugees. We had the confidence to support reduction in hate and bias conflicts and to support better handling of mental health crisis responses by law enforcement. We also had the confidence to promote civil discourse amid polarization that stands in the way of finding solutions.

Equipped with all we have learned since 2015, the Foundation also added a new category of Board Special Initiative Grants. We are taking even more "initiative" to seek out worthy projects, rather than waiting for them to come to us. Adding to an already-robust program of Diversity Scholarships, we also had the confidence to commit \$300,000 in long-term aid to law students at Historically Black Colleges and Universities so they can become experts in alternative dispute resolution.

You can read more about all of the Foundation's 2022 activities in these pages and find our latest news on the just-revamped aaaicdrfoundation.org. With support from the Roster, the AAA, and the Foundation's other patrons, we plan to keep moving forward!



India Johnson
Chair of the AAA-ICDR Foundation

Support by the Numbers

Fundraising Totals	2022
AAA-ICDR	\$1,500,000
PANELIST DONATIONS	\$624,279
IN-KIND	\$233,798
CHAIR'S CIRCLE DONORS	\$63,500
LEADERSHIP DONORS	\$33,500
OTHER	\$5,603
TOTAL	\$2,460,680

Giving Totals



2022 GRANTS TOTAL
\$2,319,689

- SPECIAL INITIATIVES**
\$1,129,047
- ANNUAL GRANT CYCLE**
\$741,005
- DIVERSITY SCHOLARSHIPS**
COMBINED HBCU AND \$2,000 INDIVIDUAL SCHOLARSHIPS
\$349,637
- RAPID RESPONSE**
\$100,000

A Tribute to India Johnson

02.

The AAA-ICDR Foundation would not exist but for India's leadership in creating and supporting the work of the Foundation.

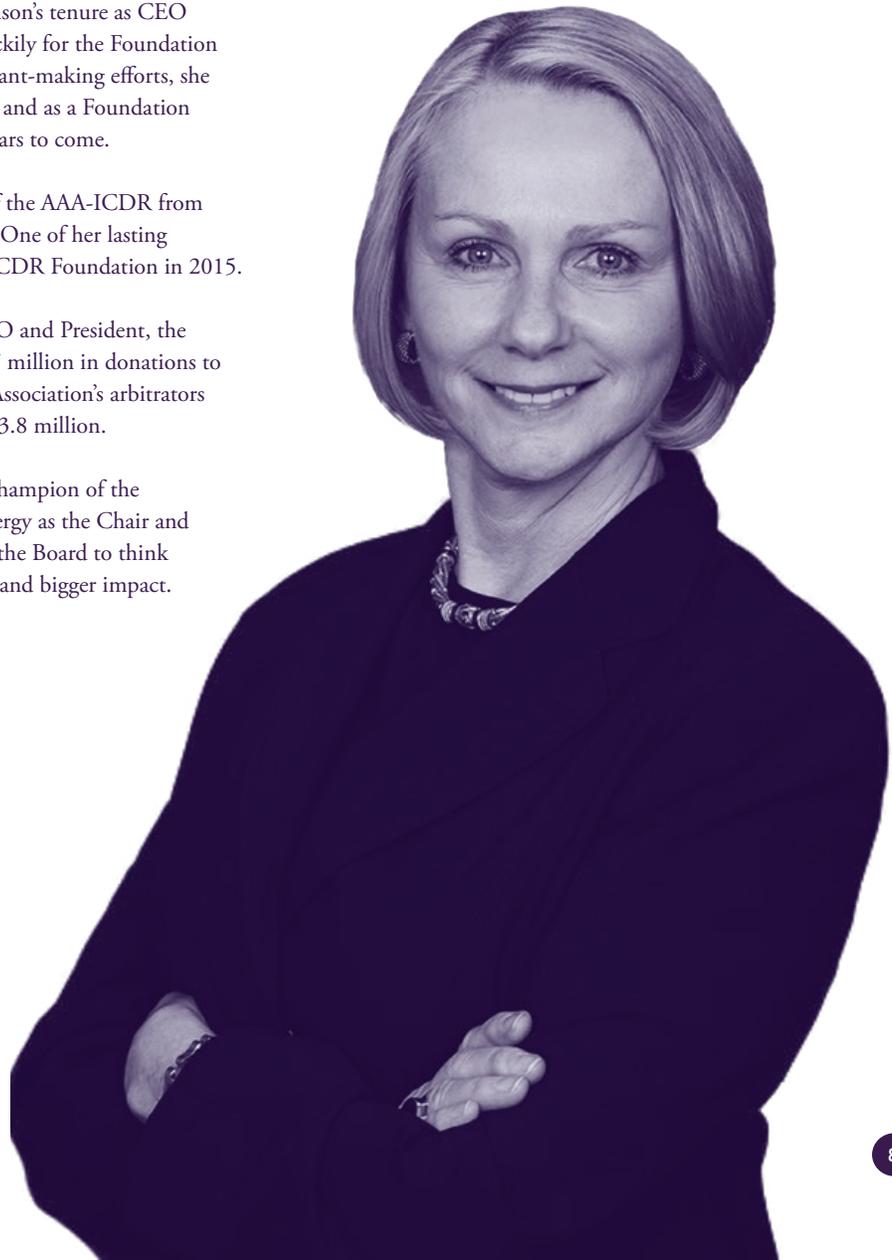
This year marks the end of India Johnson's tenure as CEO and President of the AAA-ICDR. Luckily for the Foundation and the many who benefit from its grant-making efforts, she will stay on as Chair for the next year and as a Foundation Director, hopefully for many more years to come.

India served as President and CEO of the AAA-ICDR from January 2013 through January 2023. One of her lasting legacies is the founding of the AAA-ICDR Foundation in 2015.

Over the course of her time as its CEO and President, the AAA-ICDR provided more than \$9.7 million in donations to the Foundation and encouraged the Association's arbitrators and mediators to donate more than \$3.8 million.

India continues to work as a tireless champion of the Foundation through her time and energy as the Chair and as an active Director, always pushing the Board to think bigger: bigger grants, bigger projects, and bigger impact.

Her impact on the Foundation is immeasurable and continues to grow.



Annual Grant Cycle

03.

ANNUAL GRANT CYCLE

Since 2015, the Foundation's Annual Grant Cycle has provided more than **\$4.2 million** in funding to projects chosen through a competitive review process.

Each June, the Foundation announces an open call for applications. A short list then progresses to a second round, with each applicant submitting a more extensive grant proposal.

For its seventh Annual Grant Cycle in 2022, the Foundation awarded more than \$740,000 to seven organizations in amounts up to \$250,000. The grantees are:

OHIO STATE UNIVERSITY FOUNDATION MORITZ COLLEGE OF LAW

\$250,000 to develop an in-service training for police officers within the Columbus Police Department plus a train-the-trainer workshop. The goal of the program is to strengthen internal police negotiation and communication tools to improve diverse recruiting, retention, and police-civilian interaction.

DAYTON MEDIATION CENTER

\$150,000 to pilot a Mediation Response Unit for low emergent 911 calls in Dayton, Ohio.

EFFECTIVE LAW ENFORCEMENT FOR ALL

\$149,500 for a national education campaign promoting law enforcement best practices for maintaining public safety.

RESEARCH FOUNDATION OF CUNY JOHN JAY COLLEGE OF CRIMINAL JUSTICE

\$95,000 to The Dispute Resolution in Mental Health Initiative (DRMH Initiative) run by the CUNY Dispute Resolution Center at John Jay College to provide resources for resolving conflicts involving family mental health, housing, and use of public libraries, as well as best practices for law enforcement and for peers of those with mental health conditions.

WASHINGTON LAWYER'S COMMITTEE FOR CIVIL RIGHTS AND URBAN AFFAIRS

\$50,000 to advocate for policy changes that reduce police presence in schools in favor of alternatives that foster a more healthy environment for learning.

METROPOLITAN FAMILY SERVICES

\$25,000 for collaborative community police training produced through a joint initiative between the Metropolitan Peace Institute and the Chicago Police Department.

TEMPLE UNIVERSITY | THE CENTER FOR CONFLICT MANAGEMENT AND MEDIA IMPACT

\$21,505 to measure the impact of the Philadelphia Community-Police Complaint Mediation Program.

CASE STUDY

ORGANIZATION

Dayton Mediation Center

PROJECT

Mediation Response Unit Pilot

DATES

3/1/2022 – 2/28/2023

In 2020, the national conversation about how and when law enforcement uses force prompted the City of Dayton to convene working groups comprised of community members, professionals from various disciplines, and city officials who met regularly, sought broader community feedback, and ultimately made a list of 142 recommendations for police reform—involving everything from policy changes to training to recruitment.

The working groups identified the local 911 system for emergency calls as one such opportunity, and the city enlisted the Dayton Mediation Center to spearhead efforts to establish an alternative Mediation Response Unit (MRU). Although the most serious emergencies call for police intervention, many issues—disputes between neighbors, loitering complaints, issues with barking dogs—could be resolved by civilians instead. In addition to facilitating community conflict resolution, this approach can free up law enforcement for situations where more forceful intervention might be necessary.

The 2022 grant from the Foundation helped to establish a pilot program with a team of five experts in conflict resolution and crisis response to handle these “low emergent” calls. They apply a trauma-informed approach to transformative mediation, which provides a safe space for people to be heard and to move from self-absorption and weakness into recognition and empowerment. The process redirects appropriate 911 calls to the MRU for in-person follow-up, or even simply directs callers to other resources like mental health counseling.

LOCATION

Dayton, Ohio

GRANT AMOUNT

\$150,000

Citizens can also contact the MRU hotline directly, walk-in services are available, and officers on the scene can ask the MRU to respond instead. MRU members wear uniforms and drive vehicles that clearly reflect their roles as “Mediators.” These services are available on weekdays, from 11:00 a.m. to 8:00 p.m., based on research showing that most calls the MRU would act on are made during those hours.

Since May 23, 2022, the MRU has responded to 1,500 calls for service in the Dayton community. The call type most responded to has been disputes between neighbors, followed by complaints about disorderly persons. The goals of the program are to publicize the MRU and expand its use—in Dayton and through similar programs in other communities, especially to benefit marginalized populations including at-risk youth, group home residents, and students with disciplinary issues. In the future, the MRU also plans to work with researchers to gauge the impact of these efforts.



City of Dayton's Mediation Response Team

WHAT PARTICIPANTS SAID

“ Thank you for taking time to listen. It feels good to be heard.”

Neighbor involved in an ongoing dispute with another neighbor that they were able to work through using MRU mediation



“ You were so kind to me. Thank you for treating me like a real person.”

Person in crisis who had called police multiple times over the previous six months

“ I cannot thank you enough for what you have done.”

Person who uses a wheelchair and needed assistance advocating for accessibility at their apartment complex

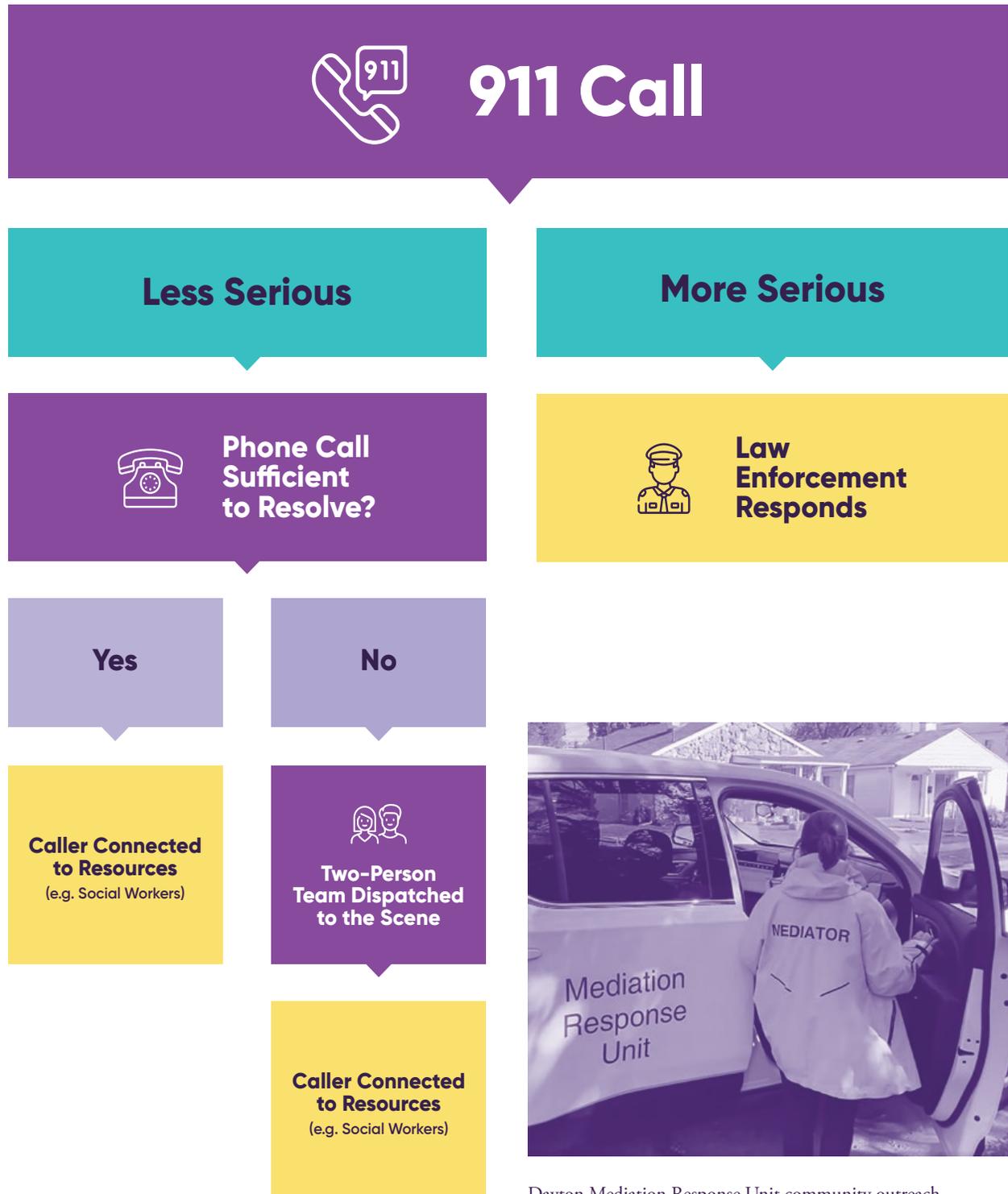
“ I really like this program. This is exactly what Dayton needs. We don't need more police. We need more of you.”

Community member who called police for a disorderly person on their premises



Mediation Response Unit assisting with a neighborhood block party to engage folks in talks on how to improve their neighborhood

CALL RESPONSE TREE



Dayton Mediation Response Unit community outreach

Rapid Response Grants

04.

RAPID RESPONSE GRANTS

To better respond to urgent, emerging crises, the Foundation in 2021 established its Rapid Response Fund.

Since then, it has provided **\$300,000** in funding to 10 recipients. The 2022 Rapid Response Grant recipients are:

MEDIATORS BEYOND BORDERS INTERNATIONAL

\$75,000 to train Ukrainian mediators in trauma-informed peacebuilding techniques.

PROJECT KESHER

\$25,000 to teach women leaders in Ukraine mediation and negotiation techniques to help promote gender equality in their communities.

CASE STUDY

ORGANIZATION

Mediators Beyond Borders International (MBBI)

PROJECT

Trauma Awareness Training (with the National Association of Mediators of Ukraine)

LOCATION

Ukraine and Refugee Communities Outside Ukraine

DATES

8/18/2022 – 8/18/2023

GRANT AMOUNT

\$75,000

In 2021, conflict and persecution led 100 million people globally to be forcibly displaced, with entire communities facing profound challenges that call for an approach integrating peacebuilding and trauma studies into conflict resolution efforts.

Truly integrated programs of that sort are rare, and Russia's invasion of Ukraine—tragic though it is—is a chance to make them less so. The violent conflict has, by one measure, displaced 16 million Ukrainian citizens, roughly half of whom have been forced to leave the country. After war broke out, the AAA-ICDR Foundation worked quickly to identify a grantee who could make a difference as these refugees embarked on the process of repairing their lives.

The Foundation reached out to MBBI, which has developed a deep understanding of an issue—psychological trauma—that is often overlooked in peacebuilding but can have devastating, ongoing consequences if not addressed in a sensitive manner.

Increased suffering can then lead to further conflict. Challenges in refugee communities include exclusion of vulnerable groups, lack of gender equality, and civilian encounters with enforcement of martial law. To avoid those outcomes, MBBI is building a training toolkit for mediators that equips them with skills in trauma-informed peacebuilding.

The ultimate goal of the work funded by the Foundation specifically is to help restore the national human infrastructure that will be tasked with rebuilding Ukraine.

The Foundation's support and connections in the region allowed MBBI to move faster than it otherwise could have and to appropriately compensate their partners for this project from the National Association of Mediators of Ukraine (NAMU). Based in Kyiv, NAMU is a nonprofit focused on education, developing institutions and methodologies, and informing the general public about available resources.

In keeping with principles of trauma-informed peacebuilding, the training was itself designed to honor, and allow the mediator participants to express, their own experiences during the conflict. Only then would they be in a position to help others facing similar trauma. With no end to the conflict in sight, these mediators will now take on a long and difficult process: first by supporting aid workers and those who have welcomed Ukrainian refugees and eventually, the great hope is, by encouraging restoration of harm done and the promotion of social cohesion in a post-violent-conflict Ukraine.



Participants at MBBI's 4th Congress in 2011 in Los Angeles, California

WHAT PARTICIPANTS SAID



“ Thanks for the tools. Very useful practices for taking care of yourself and supporting others.”

“ I began to analyze the signs of trauma in different people who surround me; how everyone’s trauma turns on differently.”

“ Understanding the type of trauma experienced by a participant in a mediation or dialogue process helps to predict how participants may behave, what thoughts, emotions, or experiences they may have. Such knowledge can be useful in the process of preparing for the dialogue.”

“ Inter-generational trauma is very relevant. The trauma of the Holodomor and the Soviet terror is traced in many families. Educating people to recognize the signs of inter-generational trauma and getting help can help break the chain of transmission of trauma to the next generation.”

“ The more we work together, the more important I realize this course is. I feel better equipped after the course.”

Special Initiatives Grants

05.

SPECIAL INITIATIVES GRANTS

The Foundation has developed a deeper understanding, over time, about which types of initiatives are situated to maximize their impact with increased funding.

In 2022, it provided **\$1,129,047** in Special Initiatives Grants—a new category of grants for the Foundation—to four organizations.

Three received funding for work aimed at “bridging community divides,” while the fourth focuses on “preventing and reducing violence.”

SANDRA DAY O’CONNOR INSTITUTE FOR AMERICAN DEMOCRACY

\$200,000 to expand “Civics for Life,” an online program that promotes civil discourse through education.

NATIONAL INSTITUTE FOR CIVIL DISCOURSE

\$200,000 to expand the CommonSense American (CSA) Program, whose 46,000 members identify issues for bipartisan Congressional action.

NATIONAL CIVIC LEAGUE

\$187,047 to produce a “Civility Index” to help local communities enhance civil discourse in public settings.

CURE VIOLENCE GLOBAL

\$542,000 to address community violence as a public health crisis through training and broader public outreach.



Gabby Giffords attended a meeting at the O’Connor House on the issue of domestic violence.

CASE STUDY

ORGANIZATION

Sandra Day O'Connor Institute for American Democracy

PROJECT

Civics for Life—Multi-Generational Online Civil Discourse Program

LOCATION

U.S.

DATES

9/1/2022 – 8/31/2024

GRANT AMOUNT

\$200,000

Retired Supreme Court Justice Sandra Day O'Connor's legacy as a consensus-building jurist able to work collaboratively across the political spectrum is at the heart of the institute that bears her name. In the area of education, it takes a non-partisan, fact-based, and inclusive approach.

Civil discourse in a democracy depends on education. Today there is less engagement, less civility, and more polarization—and more investment in civics education can help to turn the tide. "Civics for Life" is an online program designed to be an accessible and efficient program for individuals—whatever their age—who may have received limited or no education in the fundamentals of how their democracy actually functions. The platform is easy to use, is approachable in tone, and gives users the flexibility to learn at their own pace.

“Unfortunately civility is hard to codify or legislate, but you know it when you see it. It's possible to disagree without being disagreeable.”

Sandra Day O'Connor
Associate Justice, retired
United States Supreme Court

In the short term, the Institute's goal is to increase awareness of this offering through expanded outreach. Longer-term, those who complete the course should be better equipped to participate in constructive exchanges, even with those whose viewpoints differ.



Justice O'Connor participated in a press conference at the O'Connor House to discuss the importance of civics education and civic engagement.

CASE STUDY

ORGANIZATION

Cure Violence Global

PROJECT

Alternative Dispute Resolution Training for Community Conflicts

DATES

9/15/2022 – 12/31/2024

Violence is a major public health issue with physical, psychological, social, and economic dimensions. It reduces life expectancy, limits opportunity, and disproportionately impacts low-income communities of color—deepening inequities that already exist.

Cure Violence Global (CVG) wants to reduce violence by treating it as the contagious disease that it is: transmitted by exposure, causing psychological damage, and then spreading to others in the same way. That cycle can be broken: CVG trains individuals with strong credibility in their communities to set healthy social norms, manage conflict before it results in physical harm, and serve as an example to those at highest risk of becoming casualties of endemic violence.

With the federal government pledging to provide hundreds of millions of dollars per year for anti-violence efforts, new programs are expected to proliferate, and that workforce will need training based on the latest research and best practices. CVG’s “Alternative Dispute Resolution Training for Community Conflicts” program is designed to fill that need.

LOCATION

U.S. and Latin America

GRANT AMOUNT

\$542,000

This funding from the AAA-ICDR Foundation is helping CVG to work with an expert in educational design to update its trainings in the U.S. and Latin America for the benefit of violence interrupters and outreach workers on the front lines, as well as people involved in restorative justice, trauma and medical professionals, academics, community-based organizations new to the field, and those in law enforcement and criminal justice.

The first step in this work was to map the sectors and organizations in the best position to apply these techniques and design strategies for achieving true engagement. CVG is now working with community organizations and governments in more than 23 cities in the U.S., targeting the highest-risk individuals in specific neighborhoods where violence is prevalent. In Latin America, it is doing similar work in four different countries.



Nicole Vaughn, Program Implementation Specialist for Cure Violence Global, conducts a role playing activity as part of the program manager training in Allegheny County, Pennsylvania.

WHAT PARTICIPANTS SAID

“ We are excited for the opportunity to participate in this project, and our organization, communities, and the larger violence prevention field will benefit greatly from the training it will produce.”

Kathleen Reeves, M.D., Senior Associate Dean, Health Equity, Diversity and Inclusion; Director, Center for Urban Bioethics (Temple University)

“ This project affords CVG the opportunity to enhance and refresh its core violence interruption and conflict mediation training to reflect new research, lessons learned, and the emergent needs of implementation partners and to create new trainings to advance the field.”

Kendra Mervin, Division Chief & Grant Administrator (Jacksonville, Florida)

Diversity Scholarships

06.

DIVERSITY SCHOLARSHIPS

The Foundation now employs two strategies to build inclusive leadership growth in the field of ADR. The Diversity Scholarship Program provides up to \$2,000 to individuals toward participation in a degree program, fellowship, or conference focused on ADR. In 2022, the Foundation also expanded its giving in this area by establishing scholarships for students enrolled in dispute resolution programs at Howard University and North Carolina Central University, two Historically Black Colleges and Universities. The three-year commitment will provide, annually, \$50,000 to second- and third-year law students at each institution, for a total through 2024 of \$300,000.

The inaugural recipients of these scholarships were four J.D. candidates who will graduate in 2023:



Kailah McClenney-Johnson

NCCU School of Law

Plans to practice corporate law and views drafting ADR clauses as an opportunity to avoid protracted disputes before they start.



Asia A. Skyers

NCCU School of Law

Is interested in ADR as a technique for diverting parties from going to trial in civil litigation.



Damilola Adebayo

Howard University School of Law

Is planning for a career in international business arbitration.

“ The exposure to arbitration and commercial law that I will gain through the LL.M. will help me achieve the right balance between the expertise required by arbitration lawyers and the general understanding of business required by commercial lawyers, thereby making me a more informed arbitration practitioner.”



Marianna Mitchell

NCCU School of Law

Wants to become a mediator and focus on awareness and access to ADR.

2022 DIVERSITY SCHOLARSHIP GRANTEES



Damilola Adebayo
Nigeria



Bamisope Adeyanju
Nigeria



John Paul Bongkiyi
Cameroon



Joshua Caleb Cavazos
Texas, U.S.



Annanya Chaturvedi
India



Sylvia Elena Davila
Mexico



Kabir Duggal
New York, U.S.



Steven Dunn
Georgia, U.S.



Morenike Erinkitola
Illinois, U.S.



Oluyemisi Faderin
Canada



Cherrie Fisher
Texas, U.S.



Olivia Fortunato
New York, U.S.



Jessica Gardner
Maryland, U.S.



Marco Graniel
Texas, U.S.



Mihika Gupta
Switzerland



Luis Heras
New York, U.S.

2022 DIVERSITY SCHOLARSHIP GRANTEES



Xiaoyu Huang
New York, U.S.



Anna Jeffries
Arizona, U.S.



Nermeen Karyaquos
Pennsylvania, U.S.



Catherine Lynch
Pennsylvania, U.S.



Constanza Mayz
Maryland, U.S.



David Molina
Ecuador



Victoria Mourenza
Argentina



Charlene Mwaura
Kenya



Nicholl Paulerio
Texas, U.S.



Tony Reed
Nebraska, U.S.



Hannah Royball
Georgia, U.S.



Peter D. Singh
Pennsylvania, U.S.



Asia A. Skyers
Connecticut, U.S.



Sanzida Talukder
New York, U.S.



Jamonica Warren
New York, U.S.

AAA-ICDR Foundation Leadership

07.

AAA-ICDR FOUNDATION LEADERSHIP



India Johnson

Chair of the AAA-ICDR Foundation
and Immediate Past President
and CEO of the AAA-ICDR



Melinda Reid Hatton



James R. Jenkins



Tracey B. Frisch

Corporate Secretary of the
AAA-ICDR Foundation



John J. Kerr, Jr.



J. Michael Kirkland



Karen Layng



Hon. Bruce Meyerson



Francesco Rossi



Edna Sussman



Eric P. Tuchmann



Kelly Weisbrod

Non-Director, Treasurer of the
AAA-ICDR Foundation



Rebecca Storrow

Non-Director, Grants
Committee Member of the
AAA-ICDR Foundation

Acknowledgment of Donors

08.

ACKNOWLEDGMENT OF DONORS

The Foundation's work is only possible due to the generosity of the AAA-ICDR and its Roster of Arbitrators and Mediators, which together have provided over \$13.5 million in monetary and in-kind contributions. We cannot thank you enough. In particular, we recognize those who donated at the Chair's Circle Donor (\$2,000+) and Leadership Donor (\$1,000+) tiers:

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