

PROBONO UPDATE

NEW IDEAS IN PRO BONO

- Finding Innovative Methods to Serve p.1
- Launching a Pro Bono Immigration Practice p.7
- Preparing Wills for Heroes p.11
- Securing Medicaid Eligibility p.14
- Ensuring that Justice Is for All p.18
- Challenging the Secure Communities Program p.20
- EU Roundup p.24
- Obtaining CLE Credit for Pro Bono p.27
- Looking Back, Looking Forward p.29
- Fighting Corruption p.31
- Establishing a Museum for Writers p.34
- To Talk of Many Things p.36



ABOUT

Mayer Brown is constantly re-envisioning large law firm pro bono practice. We are exploring new ideas that enhance our program's offerings by participating in broader corporate social responsibility initiatives, partnering with clients to serve the community, embracing innovative projects and forming dedicated pro bono practices that allow us to leverage our global talent and resources. New thinking in pro bono—it's what innovators do.

Finding

Innovative Methods to Be Good Corporate Citizens

Performing community service allows our lawyers and staff to apply a wide range of skills to help individuals in need by doing things such as building houses with Habitat for Humanity, serving food to the indigent in community soup kitchens and participating in fundraising activities.

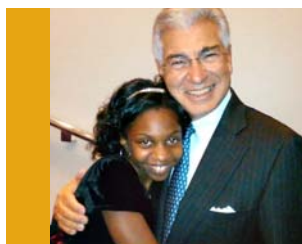


Corporate Social Responsibility (CSR) refers to efforts by companies to be good citizens—to give back to their communities through volunteer efforts and other charitable endeavors. At law firms, CSR often takes the form of free legal services to the needy and those who serve them (i.e., pro bono work). However, CSR can also encompass community service efforts that provide direct assistance outside of the legal venue.

As the name suggests, Mayer Brown's Pro Bono program is primarily focused on providing free legal services to those who cannot otherwise afford them. After all, this is the special skill that law firms can offer the community. However, in some markets outside of the United States, the concept of providing free legal services to the needy is still a developing one. So, for those offices, as well as for many in the United States, community service is an

“the [Stockton reading] program gives the staff and lawyers who volunteer a good opportunity to get to know each other in a more personal way than they can in the office.”

— Tiffanie Brncich



Mayer Brown partner Richard Ben-Veniste with Higher Achievement student Sydney

important way to perform charitable works. And, as an added benefit, it allows our staff to get involved as well.

Performing community service allows our lawyers and staff to apply a wide range of skills to help individuals in need by doing things such as building houses with Habitat for Humanity, serving food to the indigent in community soup kitchens and participating in fundraising activities. Education is particularly valued by our firm, so many of Mayer Brown’s efforts are directed at benefitting students from primary school to the postgraduate level.

Working with Young Learners

Mayer Brown lawyers and staff from a number of offices have enthusiastically volunteered to assist primary school students through a range of programs.

Working with Tower Hamlets Education Business Partnership—a charity that helps establish programs with businesses and trains volunteers for schools in the economically disadvantaged East End of London—UK Pro Bono Partner Julie Dickins launched a program in 2000 in which lawyers and staff from the London office help Malmesbury Primary School students age 7 through 9 with their reading and numeracy skills. Within two years, the program expanded to include volunteers who help the children learn French.

The program proved to be an immediate hit, and each week a dozen or more Mayer Brown people travel to the nearby school to provide one-on-one reading and numeracy lessons and practice French in small groups during lunchtimes. An estimated 10,000 hours have been donated to the project over the past 12 years. In 2004, the program won a Tower Hamlets Education Business Partnership Award, which mentioned not only the volunteers’ time and effort, but also the firm’s donations to the school (including computers and

the sponsorship of poet John Mole to run poetry workshops) and the children’s visits to the office for Christmas and summer parties.

“The project at Malmesbury Primary has proved to be very popular,” Dickins noted. “Both the children and the volunteers enjoy their time together, and the school tells us that the pupils benefit in many ways, including increased confidence. We look forward to working with these young learners for years to come.”

Another of the firm’s long-running and highly successful student-focused volunteer projects is the Chicago office’s monthly reading program at Stockton Elementary School, which is in its 17th year. While the main intent of the program is to read along with third-grade students on a one-to-one basis in order to improve the children’s reading skills and vocabularies, the program also includes aspects such as mock trials based on children’s literature (e.g., *The Three Little Pigs*) in order to give the students an idea of what a law firm does.

The Chicago office and the school alternate hosting duties for the program each month. Wherever possible, volunteers work with the same students each session to help build a bond.

“These bonds can be lasting,” noted Knowledge and Web Solutions team member Tiffanie Brncich, who coordinates the program for the firm. “I know that several of our volunteers have met their students in public years later, and the students always have fond memories of the reading program.”

“Another benefit,” Brncich continued, “is that the program gives the staff and lawyers who volunteer a good opportunity to get to know each other in a more personal way than they can in the office.”

Over the years, Mayer Brown has also benefited Stockton Elementary by conducting book and school-supply drives. In 1999, the firm donated funds

“the school tells us that the pupils benefit in many ways, including increased confidence. We look forward to working with these young learners for years to come.” — Julie Dickins

Mayer Brown counsel Dennis Quinn with Stockton students Devin, Winfield and Daniel



Mayer Brown associate Nina Flax reading to Stockton student Abby

to build a computer lab for the benefit of all the students at the school.

In Washington, DC, Mayer Brown has developed a supportive relationship with Higher Achievement, an organization that offers a rigorous academic program in which inner city students in grades 5 through 8 put in substantial amounts of structured extracurricular study time four evenings per week throughout the school year as well as during the summer in order to better prepare themselves for success in high school and beyond.

Partner Daniel Masur and his wife Sherry Rhodes both serve on the organization’s President’s Council, with Masur managing Mayer Brown’s efforts with Higher Achievement; these efforts include sponsoring and volunteering at events such as the annual Olympics of the Mind and hosting moot trials in which Higher Achievement students

play all of the roles and receive coaching from Mayer Brown lawyers.

“We’ve only been working with Higher Achievement students for a few years, but I anticipate that in time their résumés will start landing on our desks for various positions at Mayer Brown,” Masur commented. “As everyone at the office who has volunteered will attest, it really is a remarkable program that helps a great group of kids.”

Positioning Upper-Level Students for Further Success

In addition to working with young learners, Mayer Brown also helps those who are preparing to embark upon their own careers.

Since 1998, Mayer Brown’s New York office has partnered with the LatinoJustice PRLDEF’s Education Division to host an annual “How to Succeed in Law School” program, in

“You feel that you are doing a good thing, and it really opens up some eyes as to what the real world looks like.”

— Charles-Albert Helleputte



“Bring a Colleague to Service Day gives us a chance to work together with people from nearly all of our major law firms....”

— Andy Hutcher

which dozens of students who are preparing to commence their legal studies attend panel presentations and engage in discussions with lawyers, law professors and current law students in order to help prepare themselves for the law school experience. The program helps meet the firm’s goal of increasing diversity in the legal profession by providing early support and guidance to these students. In honor of the firm’s work with the program over the years, Mayer Brown received the 2011 Cesar A. Perales Award from LatinoJustice PRLDEF.

In summer 2011, the Mayer Brown JSM Hong Kong office hosted an 18-year-old intern for the summer through local charity Child Welfare Scheme’s inaugural Project Share program, which matches companies with young people from economically disadvantaged backgrounds, providing them an opportunity to learn more about different professions. The intern took on a variety of tasks, including writing meeting minutes, conducting general research, translating documents and accompanying associates to meetings and court appearances.

“It was very rewarding to be able to give our intern an opportunity to work at Mayer Brown JSM and receive an introduction to what it is like to work in a large law firm,” said Insurance and Reinsurance partner Tow Lu Lim, who managed the firm’s participation in the program. “She comes from a less privileged background, and without the work of Project Share she would not have had the opportunity to gain such experience. She found the opportunity to be very rewarding, and we keep in contact with her to see how she is doing with her studies.”

In London, Mayer Brown lawyers collaborate with law students from BPP and Kaplan Law Schools to lead hour-long discussion groups on legal

topics with Year 11 pupils (15- and 16-year-olds) at Morpeth Secondary School, a comprehensive state school in Tower Hamlets. Quizzes, role-play exercises and discussion are all used to help the students better understand the law as part of the school’s citizenship program. The firm also helps run career days and provides financial support to the school’s drama department.

In addition, the London office staffs and hosts interview-practice sessions for disadvantaged young people referred by the non-profit organization City Gateway, and lawyers and staff mentor youngsters referred by other non-profits.

Assisting Those in Need

Both as a standing practice and in times of crisis, Mayer Brown lawyers and staff serve their communities by donating time (and money) to those in urgent need.

In 2011, the Brussels office embarked upon a community assistance effort with non-profit organization Serve the City to serve meals to the poor. The project began when lawyers helped out during the organization’s annual volunteer week at the suggestion of the local Pro Bono and Associates committees. A half-dozen or so lawyers and several staff participate, and Mayer Brown donates beverages and snacks as well. Finding it to be a worthwhile endeavor, the decision was made to solicit volunteers from the office to help Serve the City feed the indigent at a train station near the office once a week.

“Helping Serve the City has been a tremendous experience for all of us,” said Charles-Albert Helleputte, a Mayer Brown counsel who serves on the firm’s Global Pro Bono Committee. “You feel that you are doing a good thing, and it really opens up some eyes as to what the real world looks like.”

Sometimes, involvement begins with financial support and then expands. Antipoverty organization World Vision has benefited from a number of giving programs conducted by the Mayer Brown JSM office in Hong Kong. Since 2008, the Mayer Brown JSM office and its employees have generously donated more than HK\$1.6 million toward World Vision disaster relief efforts in China's

“Our initial objective with the Child Sponsorship Programme was to heighten awareness about the need to help impoverished children in developing countries around the world as part of our overall social corporate responsibility campaign,” noted Eugene Wong, the senior associate who manages the program for the firm. “From another angle, we hope that this collaboration

Mayer Brown JSM partner Woody Chang (left) and World Vision Hong Kong Chief Executive Officer Kevin Chiu



“we hope that this collaboration between World Vision and Mayer Brown JSM will provide a model that will encourage other leading firms in Hong Kong to undertake similar efforts.”

— Eugene Wong

Sichuan province as well as Myanmar and Haiti.

In 2010, employees became involved in the ongoing World Vision Child Sponsorship Programme, a child-focused and community-based program that helps sponsored children's families and communities become self-reliant through water, agricultural, healthcare, educational and economic development projects. The 130 employees who donate to the program contribute a combined HK\$377,000 annually to sponsor 133 children in Asia and Africa. Employees are encouraged to correspond with their sponsored children, and they receive cards, letters, photos and progress reports in return.

between World Vision and Mayer Brown JSM will provide a model that will encourage other leading firms in Hong Kong to undertake similar efforts.”

Companies Partnering to Benefit the Community

A growing trend has seen law firms and corporate legal departments partnering together to provide pro bono assistance (see article on page 11). This trend has also taken root in the community service field, with clients and law firms getting each other involved in a variety of programs.

At the forefront of this wave of innovation is the Credit Suisse Americas Legal & Compliance department, which is very active in philanthropic and

An example of law firms and corporations partnering on pro bono initiatives: Rex Hockaday, Senior Corporate Counsel at Caterpillar (left), and Marc Kadish seen here teaching litigation skills to Cambodian law students as part of the March Trial Advocacy Program organized by Steve Auster Miller from the ABA Rule of Law Initiative



“The enthusiasm of the Credit Suisse volunteers rubbed off on us and has given us some new ideas about the kind of community work we ourselves as a firm might consider in the future.”

— Chris Gavin

volunteer work. The department has conducted a large-scale annual Bring a Colleague to Service Day since 2008. Mayer Brown’s New York office participated in this program for the first time in 2011, and expects to continue to do so in future years.

“While we thrive on the day-to-day work that we do with law firms, we are always working under pressure and against tight deadlines that in many cases prevent us from developing anything more than professional relationships with them,” said Credit Suisse Chief Operating Officer and Managing Counsel for the Americas Legal & Compliance Department Andy Hatcher, a champion of Credit Suisse’s volunteer work. “Bring a Colleague to Service Day gives us a chance to work together with people from nearly all of our major law firms on something that’s very meaningful and fun, and to connect in a new way.”

At the 2011 event, 20 Mayer Brown volunteers joined more than 200 others from Credit Suisse and other area law firms to work with students at the Isaac Newton Middle School in East Harlem by painting wall murals, constructing

bookshelves, gardening on the school grounds and leading classroom sessions on the practice of law.

“I was very happy that the firm was able to put together such a strong team of volunteers,” commented Mayer Brown Finance partner Chris Gavin. “It was nice to get out of the office and work in the sunshine, and to help beautify a place for the benefit of school kids. The enthusiasm of the Credit Suisse volunteers rubbed off on us and has given us some new ideas about the kind of community work we ourselves as a firm might consider in the future.”

By volunteering their time, Credit Suisse employees earn credit toward service grants from the Credit Suisse Americas Foundation. These service grants are used to provide financial support to non-profit organizations, converting employee “sweat equity” into funds.

As law firms, their clients and public service organizations continue to work together on community service efforts, more and more great ideas will be shared, improving the ability of all to make the most of every volunteered moment. ♦



Tiffanie Brncich



Julie Dickins



Chris Gavin



Charles-Albert Helleputte



Tow Lu Lim



Daniel Masur



Eugene Wong

Launching

An Immigration-Focused Pro Bono Practice



“By forming a dedicated pro bono Immigration practice, we expect to develop a more formal, focused structure that should deepen our expertise, build economies of scale, and encourage teamwork and mentoring.”

— Marcia Tavares Maack

As law firm pro bono programs continue to evolve, new approaches are being sought to maximize their potential. At Mayer Brown, a new structure is being piloted that mirrors how the firm’s fee-generating practices are organized: creating groups centered on specific pro bono subject matters.

These practices will be led by teams of lawyers who are charged with developing closer relationships with legal service providers and public interest organizations, circulating pro bono opportunities to lawyers, gathering training materials and conducting training sessions, and providing supervision, mentoring and support. The first such group that has formed at Mayer Brown is the Asylum & Immigration practice.

“Immigration and asylum work has long been a cornerstone of Mayer Brown’s pro bono program,” commented Assistant Director of Pro Bono Activities Marcia Maack. “By forming a dedicated pro bono Immigration practice, we expect to develop a more formal, focused structure that should deepen our expertise, build economies of scale, and encourage teamwork and mentoring.”

Forming a Practice

Heading up this new practice are three Mayer Brown lawyers with years of experience in pro bono immigration and asylum matters: counsel Catherine Bernard from the Washington, DC,

office and associates Jessica Crutcher and Melissa Francis of the Houston and New York offices, respectively.

“Historically, our firm has done quite a lot of immigration and asylum work,” said Crutcher, who is also a member of the Houston Advisory Council of the Tahirih Justice Center, a national organization that provides pro bono legal services to immigrant women who have suffered violence.

“In my work with Tahirih, I’ve learned about cases involving human trafficking, forced labor trafficking, sex trafficking, forced marriage, female genital mutilation, and religious and political persecution,” she commented. “We have a number of lawyers in Houston who have performed immigration work, especially around trafficking, asylum and victims of domestic violence matters.”

“I’ve found that, whenever we discuss our latest pro bono successes, it’s the immigration and asylum cases that elicit the most moving responses; it tends to be an area of the law that people are genuinely passionate about,” Francis added. “That was one of the reasons we were so intent on forming this practice, and we anticipate enlisting more attorneys going forward, as this type of work is suitable for both transactional lawyers and litigators.”

“Developing a national cross-office practice to coordinate our efforts also makes good sense because asylum and

“In the immigration arena, pro bono representation by a large firm, like Mayer Brown, significantly increases the client’s likelihood of success....” — *Melissa Francis*



immigration law is, by and large, federal in character, so there are a lot of benefits to sharing between our offices,” Bernard noted.

“It also ensures that there are appropriate resources and local mentors for our lawyers,” Crutcher added. “We want to be sure that anyone who wants to handle one of these cases knows that they won’t be doing it alone.”

Living up to a Legacy

“I have always believed that, in addition to helping individuals on a case-by-case basis, our pro bono program should attack larger issues,” said Marc Kadish, Director of Pro Bono Activities and Litigation Training. “Our immigration work is a perfect example of this. In addition to handling a specific asylum case, we also handle large projects that

need the resources of a firm our size—for example, representing the National Day Laborer Organizing Network in litigation against the Department of Homeland Security’s Secure Communities program (see article on page 20), our recent efforts to assist Haitian nationals unable to return home due to the 2010 earthquake, our award-winning work with The List Project to Resettle Iraqi Allies and our award-winning collaboration with Appleseed to help protect the rights of unaccompanied immigrant minors in US custody (see sidebar).”

According to Bernard, “Part of the reason that I came to Mayer Brown in 2005 was because of their commitment to pro bono in general, and asylum work in particular.” Since 2008, Bernard has been working on a complicated matter involving a woman whose Christian family fled its home country of Pakistan years ago after a relative was killed by anti-Christian extremists. While in the United States, the woman married, had a child and then divorced her abusive husband; she now faces deportation. Since Mayer Brown has taken on this matter, two rulings by the Board of Immigration Appeals that went against the woman have been struck down by the Seventh Circuit Court of Appeals.

“If my client is forced to return to Pakistan, she would be a Christian woman with what would be seen as a ‘half-breed’ child, without any kind

“We want to be sure that anyone who wants to handle one of these cases knows that they won’t be doing it alone.”

— Jessica Crutcher

of familial or patriarchal protection. According to my client, as well as an expert witness we have retained, she and her child would both be in terrible danger,” Bernard said.

Corporate & Securities associate Ryan Cicero of the Houston office mounted a defense last year for a domestic abuse victim from El Salvador whose successful asylum application was appealed by the US government. While the bulk of his time on the matter went into preparing the response brief, with the assistance of Houston Banking & Finance associate Rabea Benhalim, his greatest challenge came at the appeals hearing itself.

“By and large, asylum cases hinge on the applicants’ credibility based on their own personal testimony at the immigration court hearings,” Cicero explained. “Due to my client’s post-traumatic stress disorder and depression, her testimony did not go well. Because she was so upset, the judge ordered a recess in order to calm her down.

“I then shifted to a strategy in which my client did not go back onto the stand; instead, I emphasized the points we had made in our brief and referred back to her testimony from her original asylum hearing, which had been found highly credible. It was then a matter of me arguing against the government’s lawyer and engaging the judge, who granted my client full asylum. It was a very stressful, exciting and rewarding experience.” The government declined to undertake a second appeal, and Cicero’s client is now on the path to citizenship, having recently applied for her green card.

Francis and her fellow New York Litigation associate Kelly Breakey recently won asylum for a woman from the Republic of Mali. Their client came to the United States in late 2001, after a forced marriage to a Malian man who

**PRO BONO PROJECT
AWARDED FIRST PRIZE
FOR MAJOR INVESTIGATIONS
BY UNICEF MEXICO**



Since 2008, Mayer Brown has assisted not-for-profit organizations Appleaseed and Appleaseed Mexico with a project investigating the treatment of Mexican minors who are detained after crossing the US-Mexico border unaccompanied by a parent or guardian, and who are then returned to Mexico (see our article in the 2010 *Pro Bono Update*).

Findings from the project are compiled in a 2011 report by Appleaseed and Appleaseed Mexico titled “Children at the Border: The Screening, Protection and Repatriation of Unaccompanied Mexican Minors.” The report notes significant failures to comply with federal law regarding the treatment of these children by US Customs and Border Protection (CBP), and documents the Mexican government’s failure to ensure safe family reunification. It also makes recommendations for improved screening of the estimated 15,000 unaccompanied Mexican minors apprehended by the CBP each year and suggests improvements to the repatriation process in Mexico.

In late April 2012, the project and its report received first place honors in the “major investigations” category from UNICEF Mexico during its annual awards dinner. We congratulate Appleaseed and hope that the accolade will increase the visibility of this important issue.

lived in New York. The marriage produced three children, all US citizens.

In March 2011, five months after the death of her physically, sexually and psychologically abusive husband, she filed for asylum in the hopes of avoiding a forced polygamous marriage to her late husband's brother back in Mali. She feared that the marriage would subject her to further abuse, her daughter to the same female genital mutilation that she herself had suffered as an infant and her sons to facial cutting of the sort practiced by her late husband's tribe. In addition, because of delays to her trial, the client was also at imminent risk of eviction due to her late husband not putting her on their lease. The landlord/tenant matter has been handled by New York Tax Controversy associate Brian Power. Asylum was granted in April of 2012.

"I had a real feeling of ownership of my asylum case," Breakey said. "I developed a close working relationship with my client and appreciated the opportunity to work through the entire case."

"This work couldn't be more meaningful and rewarding," added Francis. "Helping someone to obtain asylum, and then witnessing them take such pride in assimilating and ultimately becoming a US citizen is really incredible. In the immigration arena, pro bono representation by a large firm, like Mayer Brown, significantly increases the client's likelihood of success because we're able to efficiently and effectively employ a host of resources. In my experience, immigration judges recognize this and appreciate the involvement of large firms in these matters."

Mayer Brown's pro bono immigration and asylum work also continues to be recognized in the legal

community. The Tahirih Justice Center named Mayer Brown its 2012 Texas Firm of the Year and the Center for Gender & Refugee Studies at the University of California Hastings College of Law recently honored Palo Alto associates Hamsa Murthy, Anne Selin and Jonathan Helfgott for their ongoing asylum work on behalf of a Salvadorian teenager who has suffered from torment at the hands of a gang.

An Ongoing Commitment

In formalizing its pro bono immigration and asylum work through the new Asylum & Immigration practice structure, Mayer Brown is demonstrating its commitment to these types of matters.

"Because asylum cases often have life-and-death consequences, it's essential that we provide the resources and mentoring necessary so that attorneys are more comfortable taking on this type of work," Francis commented. "With the formal structure that we're now putting into place, we expect to increase considerably the amount of work we do in this area. The fact that Mayer Brown is calling this a 'practice' illustrates just how seriously we view immigration work as well as the firm's steadfast commitment to our pro bono program."

"My enthusiasm for this project is driven in part by the sense that the federal government continues to introduce laws, policies and programs to restrict immigration," Bernard concluded. "As is the case with many Americans, it wasn't all that long ago that my own ancestors emigrated here. It is essential that we remain a beacon of freedom and hope to the world, and by protecting the basic human rights of asylum seekers I believe that we can help to do so." ♦



Catherine Bernard



Kelly Breakey



Ryan Cicero



Jessica Crutcher



Melissa Francis

Providing

Peace of Mind to First Responders



Wills for Heroes volunteers

“When you think about these people who are putting their lives on the line, the Wills for Heroes program seems like the least that the legal community can do to give back to them.”

—Traci Braun

Every day, police, firefighters, emergency medical technicians and other “first responders” march headlong into danger. However, for a variety of reasons, many of these heroes have no estate plans in effect to protect their families if disaster should strike. Thus, on select Saturdays throughout the year, volunteers from law firms and corporate legal departments, including Mayer Brown, AT&T and Exelon, join representatives from public interest organizations and law schools to meet with these first responders and their spouses at Chicago Police headquarters to prepare wills and other estate planning documents as part of the Wills for Heroes program.

Wills for Heroes was founded in Columbia, South Carolina, after the September 11 terrorist attacks, when it became clear that there was a glaring need for estate planning services for first responders. In the Chicago area,

Wills for Heroes has worked closely with the Chicago Bar Association (CBA) Young Lawyers Section (YLS).

“When you think about these people who are putting their lives on the line, the Wills for Heroes program seems like the least that the legal community can do to give back to them,” commented Exelon Associate General Counsel Traci Braun, who helps to coordinate the Chicago program with Exelon Senior Legal Coordinator Margarita Llamas-Odom.

Expanding the Ranks

The Chicago program launched with several events for police officers in the suburbs of Morris and LaGrange in 2008 and 2009. Exelon representatives then worked with officials from the Chicago Police Department to establish a standing venue for the program at the headquarters building; this has allowed the organizers to keep the computers,



AT&T General Attorney George Ashford and Mayer Brown associate Shennan Harris



Brian K. Jones

printers and other donated equipment in storage on-site. The first event at headquarters was held in July 2010 for the benefit of 90 officers.

As word of the program spread, more officers expressed interest in participating. “What started out as a one-time event in the city grew very quickly,” recalled Odom, who schedules every officer.

In advance of their appointments, officers are asked to complete a basic questionnaire. On the day of the program, the attendees cycle through a three-step process. First, they sit down with a pair of volunteers, at least one of whom is a lawyer, to be interviewed and have their wills drawn up over the course of approximately one hour. The completed wills are then reviewed by experienced trust and estate lawyers. Finally, when the documents are completed to the satisfaction of all parties, they are taken to a final station to be signed, witnessed and notarized.

Over the course of the program’s first year at police headquarters, several Mayer Brown lawyers volunteered at Wills for Heroes events and reported back enthusiastically about their experiences. “I first participated in an event in early 2011, and it was great,” commented Wealth Management associate Tom Shinnick. “It was also good exposure for people who don’t typically do estate work, as it gave them a little taste of what it is that we do.”

“Wills for Heroes provides an opportunity for volunteers to work on a truly worthwhile endeavor,” said Mike Gill, Mayer Brown Litigation partner and chair of the Chicago office’s pro bono committee. “It gives transactional lawyers the chance to perform pro bono work, and, at the end of the day, everyone winds up benefiting from the personal connections they make.”

Partnering with AT&T

AT&T attorney Nicole Byrd first learned about Wills for Heroes from colleagues who had volunteered, and saw those favorable impressions reinforced at a CBA event

that highlighted pro bono opportunities for in-house counsel. “AT&T is always looking for more opportunities to do pro bono work. I saw a presentation about Wills for Heroes at a CBA event and it seemed like a highly worthwhile program,” she said. “So we contacted Mayer Brown and asked, ‘Could you help us get involved with this?’ The effort just took off from there.”

“The way the program is set up makes it very easy for lawyers who aren’t experienced in estate law to participate,” noted Karl Anderson, an attorney with AT&T who has worked at two Wills for Heroes events and is now leading the company’s efforts with the program. In addition to the software training that volunteers receive from Braun on the morning of the events, a brief training on basic estate planning is also presented and experienced trust and estate lawyers are available to assist at any time during the process.

“Both Mayer Brown and AT&T had attended past Wills for Heroes events, and I think both organizations knew what the program was all about,” noted Brian Jones, an estate planning attorney at Harrison & Held who serves on the YLS executive committee and has oversight of the Wills for Heroes program. “So they put their heads together, ironed out a date and got it done.” When it became clear that the two entities combined could generate enough volunteers to staff an entire Wills for Heroes session to supplement the regularly scheduled events, AT&T and Mayer Brown did just that.

Helping Those Who Protect and Serve

With equal participation from both parties, AT&T and Mayer Brown conducted a Wills for Heroes event on November 5, 2011, that benefited approximately 90 police officers. Volunteers found that they, too, benefited from the experience.

“The best part of helping out was seeing the look on the officers’ and their spouses’ faces at the end of the interviews. They were very happy to get this done,”

“The best part of helping out was seeing the look on the officers’ and their spouses’ faces at the end of the interviews. They were very happy to get this done.” — *Gordon Palmquist*

noted Corporate & Securities associate Gordon Palmquist. “There was a true appreciation from them, and obviously that appreciation went both ways, from us for everything they do as well.”

“I sat with these officers and helped put their wills together,” said Corporate & Securities associate Donald Moon. “In doing so, I got to hear their stories, which made for a powerful and interesting experience.”

“While working at the joint event, I assisted an undercover narcotics officer who is a single father with a teenage son,” Gill recalled. “He had a lot of concerns about what would happen to his son if the worst happened, so it felt good to be able to give him some assurances around how his estate would be handled.”

“We are very grateful to AT&T and Mayer Brown for all their support, both in terms of the many hours they have given to Wills for Heroes and for their donations of laptop computers and other essentials. Without their support, the program wouldn’t have gotten off the ground so quickly,” Jones said.

An Innovative Approach to Serving the Common Good

More than 1,000 Chicago-area first responders have been assisted at Chicago Police headquarters to date. As officers have shared their positive experiences with their colleagues, more and more have expressed interest in the program, leading to a sizable waiting list.

“I think that many first responders are hesitant to sign up initially because they fear that they may

jinx themselves. It can be an uncomfortable subject for them,” commented Odom. “I try to explain it using my own family as an example. My husband is a sergeant with a suburban police department, and my father just recently retired from the Cook County Sheriff’s Department after more than 34 years. I was finally able to convince my parents to get their estate planning completed just this past year through Wills for Heroes.”

Firefighters, suburban police officers and emergency medical technicians have also participated in the program, and there have been discussions about broadening the Chicago-area program to specifically serve these constituencies in the future.

“Even though we are helping people who are not indigent, this is an innovative example of how lawyers can help the larger community by helping those whose efforts are so entwined with the common good,” said Mayer Brown Wealth Management partner Daniel Luther, who conducted the firm’s training sessions.

“On a personal level,” said Mayer Brown Director of Pro bono Activities & Litigation Training Marc Kadish, “as a former clinical professor and practicing trial attorney who has faced police officers in court, I appreciate this opportunity to sit down with these officers and give back to them for all of their service.”

“What I like best about helping these first responders is the way that it humanizes the practice of law,” Shinnick added.

Mayer Brown and AT&T have already planned a second Wills for Heroes event for June 16. ♦



Mike Gill



Daniel Luther



Donald Moon



Gordon Palmquist



Tom Shinnick

Improving

Quality of Life for New York Medicaid Recipients



“Our clients constantly come back to us and say how wonderful the Mayer Brown lawyers have been.”

—Carolyn Silver

Many low-income elderly, disabled or blind Medicaid recipients in New York State face a major dilemma each month: use their limited funds to pay for food, housing, utilities and other essentials, or pay their medical bills. This situation stems from Medicaid’s requirement that recipients “spend down” all but \$792 of their monthly income (\$1,159 for couples) on medical bills before their Medicaid benefits are activated.

In 2006, Lenox Hill Neighborhood House—a 118-year-old settlement house that provides a wide range of social, legal, educational, health and recreational services to 20,000 New Yorkers annually—began helping its Medicaid clients to create Supplemental Needs Trusts, which allow disabled individuals to place money in a trust account that is exempt for Medicaid purposes.

“Establishing a Supplemental Needs Trust account for a Medicaid recipient is a fairly time-consuming process. And, because our Legal Advocacy department has limited resources, we came to realize that we could help more of our clients if we engaged a pro bono firm. So we contacted New York Lawyers for the Public Interest (NYLPI) for help identifying a partner for this project,” explained Carolyn Silver, Director of the Lenox Hill Neighborhood House Legal Advocacy department.

“We’ve developed strong institutional ties with Mayer Brown over the years and know the firm to have a stellar reputation,” said NYLPI Director of Pro Bono Programs Marnie Berk. “So we approached Mayer Brown about the project and helped with initial discussions between the two parties around the scope, training, team building and other critical aspects.”



“We’ve developed strong institutional ties with Mayer Brown over the years and know the firm to have a stellar reputation.”

— Marnie Berk

A Pro Bono Project Launches

“I learned about the Supplemental Needs Trust project in late 2009, when the health care reform debate was taking place,” noted New York Litigation partner Henninger “Hank” Bullock, who manages the firm’s participation in the project along with Litigation associate Lisa Plush. “Because this is work that any lawyer can be trained to perform, it clearly had very wide appeal and was worth taking on to increase pro bono opportunities for the lawyers in the New York office.”

A group of Mayer Brown lawyers received training from the Lenox Hill Neighborhood House legal staff. Among those in attendance at the initial training event was then-first year Litigation associate Charles Korschun, who found himself assigned to a client almost immediately thereafter.

“The process for working on these matters was fairly straightforward; Lenox Hill Neighborhood House prepared us very well,” Korschun stated. “The part that is really different from case to case are the individual clients—how communicative they are, and how readily they grasp all that has to be done in order to create one of these trust accounts.”

Since successfully representing his first client, Korschun has referred a client from an unrelated pro bono litigation project to Lenox Hill Neighborhood House. Should that client opt to create a Supplemental Needs Trust account, Korschun expects to represent her.

Developing through Representations

As with most pro bono work, associates are given the opportunity to take on greater responsibilities with the Supplemental Needs Trust project than they typically do on their day-to-day work. “These representations provide a phenomenal opportunity to get first- and second-year associates direct client experience and to develop their advocacy skills, as the matters often involve negotiating with Medicaid and other state agencies,” Bullock commented.

Litigation associate Jarman Russell experienced a strong sense of ownership representing a 90-year-old woman last year. “As pro bono work often does, this project provided me with great practice breaking down a complex issue and explaining it to my client and her daughter, which definitely helped with my professional development,” he noted.

Litigation associate Gina Del Tatto appreciated the opportunity to have so much client contact in the course of her three representations. “I really had to manage my clients’ expectations, just as I would with a corporate client,” she said. “But it was more challenging to do so with a single indigent client as opposed to the general counsel of a large company. This experience has definitely been interesting and helpful.”

Russell agreed: “It gave me the opportunity to handle a matter from soup to nuts. I was responsible for meeting deadlines, making submissions and keeping in constant contact with my client’s daughter, who was very helpful throughout the process. While it was occasionally frustrating dealing with a bureaucracy, I found myself motivated by the need to keep my client’s interests in mind and work through this process on her behalf.



Neighborhood House Caregivers Legal Support Center Attorney Mia Kandel (right) and Mayer Brown associates Mike Lotito and David Lizmi (left) at Lenox Hill Neighborhood House Awards Ceremony



“We know that we always have support from Neighborhood House...”

— Lisa Plush

It felt great to apply my knowledge and skills to such a worthwhile project.”

Institutionalizing a New Pro Bono Capability

Through early 2012, approximately 30 Mayer Brown lawyers from the New York office have worked with Lenox Hill Neighborhood House clients, successfully establishing trust accounts for 37 clients. With so many associates having taken on multiple representations, a mentoring network has formed at the office.

“We know that we always have support from Neighborhood House if there’s something we don’t already know from the knowledge base that we have built up internally,” commented Plush, who has helped four clients establish their trust accounts. “These

cases tend to pose unexpected challenges, so we are constantly in contact with others in the office who have handled these cases. We also have meetings once or twice a year in which representatives from the organization come to the office and we all share our latest experiences with them so they can refresh the training materials.”

“Our clients constantly come back to us and say how wonderful the Mayer Brown lawyers have been,” Silver noted. “They have been very pleased with the dedication Mayer Brown has shown in helping them to improve their quality of life. Our clients feel a strong connection with and gratitude toward their lawyers.

“The work Mayer Brown performs on our behalf has allowed our legal staff

“Through our efforts, we can drastically improve the quality of somebody’s life and provide him or her with increased security and confidence.”

— Henninger “Hank” Bullock

Thanks to all who have taken on clients through the Supplemental Needs Trust Project with Lenox Hill Neighborhood House:

Drew Bradylyons
 Hank Bullock
 Andrew Calica
 Joaquin De Baca
 Gina Del Tatto
 Justin Dillon
 James duPont
 Robert Greenfeld
 David Hakim
 Megan Harmsen
 Jane Kang
 Charles Korschun
 Megan Levine
 Noah Liben
 David Lizmi
 Michael Lotito
 Mary Makary
 Lisa Miller
 Lisa Plush
 Shaila Rahman
 Joel Richard
 Jennifer Rosa
 Emily Rottier
 Jarman Russell
 Meghan Silver
 Jeffrey Tougas
 Nathan Tylwalk
 Allison Young
 Allison Zolot



From left to right: Jarman Russell, David Lizmi, Gina Del Tatto, Lisa Plush, Mia Kandel, Carolyn Silver, Michael Lotito and Thomas J. Edelman (President, Neighborhood House Board of Directors)

of five lawyers and two legal advocates to expand our capacity in other ways,” she continued. “And because we had such a great experience with Mayer Brown, we have been inspired to work with other law firms on pro bono matters, which has allowed us to increase our ability to serve our community.”

In acknowledgement of Mayer Brown’s help, Lenox Hill Neighborhood House presented the firm with a 2012 Elizabeth Rohatyn Award for Community Service. The firm also received a citation from the New York City Council, which read in part, “...we recognize that in [Mayer Brown] we have an outstanding organization, one which is worthy of the esteem of both community and the great City of New York.”

“This simply is a great project, and it couldn’t be any timelier. We are providing an essential service. Without these trust accounts, the Medicaid health insurance benefits of low-income individuals are turned on and off each month,” Bullock concluded. “Through our efforts, we can drastically improve the quality of somebody’s life and provide him or her with increased security and confidence. It’s comparatively a small bit of work on our part that yields enormous benefits for these clients.” ♦



Henninger
 “Hank” Bullock



Gina Del Tatto



Charles
 Korschun



Lisa Plush



Jarman Russell

by James J. Sandman

TALKING PRO BONO: The Recession's Impact on Justice for All

James J. Sandman is the president of the Legal Services Corporation. He is the co-chair of the District of Columbia Circuit Judicial Conference Committee on Pro Bono Legal Services and is a member of the Pro Bono Institute's Law Firm Pro Bono Project Advisory Committee. He was the president of the District of Columbia Bar from 2006 to 2007, served on that Bar's Board of Governors from 2003 to 2008 and is currently the chair of the DC Bar's Pro Bono Committee. He was with Arnold & Porter LLP from 1977 to 2007 and served as the firm's managing partner from 1995 to 2005. The following is an excerpt of a speech he delivered to the New York State Bar Association in January 2012.

Civil legal services programs actually save money.

I would like to begin with an overview of the state of civil legal services in America today and then offer some suggestions for improving the situation. I can give you my bottom line succinctly: the system is in crisis.

The Legal Services Corporation is the largest single funder of civil legal aid programs in the United States. We provide grants to 135 independent programs with more than 900 offices serving every county in every state, the District of Columbia and every territory with the exception of American Samoa. Virtually all of our money comes from a congressional appropriation. Since last April, our funding has been cut by 18 percent.



Hard times test values. They force you to make hard decisions about what is really important, what you can't live without and what is discretionary. These times are testing our national commitment to access to justice.

LSC recently surveyed the programs it funds to learn what the impact of funding reductions has been on their operations. The results were sobering. Since December 31, 2010, the programs have shed 419 attorneys, 159 paralegals and 255 support staff. When you add layoffs that the programs anticipate implementing in 2012, the totals rise to a projected loss of 582 attorneys, 250 paralegals and 394 support staff: a 13.3 percent reduction.

Twenty-four programs reported that they expect to close offices this year, many of them in rural areas. Many programs report that they have frozen or reduced salaries and benefits (and keep in mind that legal aid lawyers are



These times are testing our national commitment to access to justice.

the lowest paid group in the legal profession), reduced intake hours and eliminated some services.

Why is government funding for civil legal services being cut so dramatically while demand is going through the roof? My answer is that funding for civil legal services is often regarded as just another “discretionary” expenditure. “Everyone has to take a cut,” the thinking goes; funding for the Legal Services Corporation is regarded as no more important than funding for innumerable other federal government programs.

But access to justice is not like just any other program in the federal budget—it is a fundamental American value. It reflects who we are as a nation and what we hold ourselves out to the world to be.

I don’t believe that the connection between adequate funding for civil legal services and the commitment to justice for all is commonly understood. Quite the contrary. Even within the legal profession, there are many smart, well-informed people who are unaware of the current crisis in civil legal services and what it means for access to justice.

I would like to offer three suggestions for alleviating the current crisis.

First, we need to enlist new messengers to speak to new audiences. The legal services community can be insular, making its case to similarly minded people. We need new, non-traditional advocates to bring the message of why legal aid is important to people who have never heard it before.

Second, we need to build a better business case for funding civil legal services. Civil legal services programs actually save money. They are a good investment. Averted foreclosures and evictions, for example, avoid homelessness with all its attendant costs and collateral consequences. And civil restraining orders in domestic violence

cases can avoid future hospitalizations and unemployment. But there is much more to be done to demonstrate the economic benefits of legal aid. We do not currently have sufficient data across the nation on the results achieved in civil legal services cases—the starting point for a strong economic analysis—and we need more research on the best methods for quantifying the cost savings realized by the outcomes achieved.

Finally, we need improved collaboration and cooperation so that we can leverage the limited resources we have available. Legal services activities at every level—national, state and local—are often diffuse and siloed, with duplication of effort and lack of coordination impeding efficiency. Take, for example, the pro bono work of big law firms in big cities. Each firm typically pursues its own pro bono agenda in isolation from other firms. In most places, there is little if any coordination to ensure that, together, the firms are addressing the most pressing legal needs of poor people in their own communities. Couldn’t we accomplish more if the firms consulted regularly and worked with legal services providers to take a comprehensive approach to closing the local justice gap? There are many other ways in which the legal services community could better collaborate to accomplish more with less.

The very first line of our Constitution emphasizes that establishing justice is a core purpose of our national government: “We the People of United States, in Order to form a more perfect Union, establish Justice....” I don’t believe that there is a single more important issue confronting the American legal system today than access to justice, and I hope that my suggestions can focus discussion on finding ways to reverse the disturbing trends that we are seeing. ♦

Working

To “Uncover the Truth” About the Secure Communities Program

“Mayer Brown’s goal in representing NDLO is to obtain information about Secure Communities from ICE so that our client can more effectively advocate against it.”

— Anthony Diana



Launched in March 2008, the Secure Communities program is a controversial deportation program whereby certain federal, state and local law enforcement agencies were at first requested, and later required, to share with the Immigration and Customs Enforcement (ICE) agency of the US Department of Homeland Security (DHS) the fingerprints of every individual arrested.

While local authorities have long shared fingerprints from bookings with the Federal Bureau of Investigation for the purpose of running routine criminal background checks, under this program, those fingerprints are now also being sent to DHS, which uses

them to identify and target individuals for civil immigration investigations.

The stated goal of the Secure Communities program is the removal of “criminal aliens”—those who pose a threat to public safety—as well as repeat immigration violators, and federal officials credit the program with 115,000 deportations over its first two and a half years. But data obtained through Freedom of Information Act (FOIA) requests, and related litigation, undercut this purported success and raise questions about the actual impact of the program.

Among the more troubling findings are that an estimated 3,600 US citizens have been arrested by ICE over this same time frame and a disproportionate percentage of Latinos have been targeted by Secure Communities. Of those who have been taken into immigration custody under its auspices, only 24 percent have had legal representation, compared to 41 percent of all immigration court respondents. These facts have led some to believe that the program is much more of a fast-acting deportation dragnet than a precise law enforcement tool.

Since fall 2010, a Mayer Brown team has worked to uncover details about this program on behalf of the National Day Laborer Organizing Network (NDLO), which represents the rights and interests of day laborers in the United States. Acting as

co-counsel with the firm on this litigation are the Center for Constitutional Rights (CCR) and the Benjamin N. Cardozo Law School Immigration Justice Clinic.

“Mayer Brown’s goal in representing NDLOJ is to obtain information about Secure Communities from ICE so that our client can more effectively advocate against it,” commented New York Litigation partner Anthony Diana. “To do so, we have engaged in a range of litigation that has ultimately confirmed many of the suspicions held by the program’s critics.”

Asking Questions

In 2009, NDLOJ Legal Director Chris Newman met Sunita Patel, a CCR staff attorney, at a retreat on immigration and criminal justice reform. They discussed their concerns about Secure Communities and resolved to take action against it. The pair then teamed with Peter Markowitz, Clinical Associate Professor of Law and Director of the Cardozo Immigration Justice Clinic, and Clinical Teaching Fellow Bridget Kessler, a Mayer Brown deferred associate who was then serving a fellowship sponsored by the firm.

“Our opposition to Secure Communities stems from our belief that civil immigration enforcement and the criminal justice system should not mix,” explained NDLOJ National Campaign Coordinator Sarahi Uribe. “State and local law enforcement should not be forced to divert their resources to enforce federal immigration laws.”

On February 3, 2010, NDLOJ, CCR and the Cardozo Immigration Justice Clinic filed a wide-ranging FOIA request to several government agencies that sought documents pertaining to Secure Communities’ policies, procedures and objectives, statistical information, communications among governmental bodies and several other subjects. After the agencies failed to respond substantively, this initial administrative request was followed by the filing of a FOIA complaint with the District Court for the Southern District of New York on April 27, 2010. That same day, NDLOJ launched its Uncover the Truth campaign with more than a dozen press conferences in cities across the United States in order to get local groups engaged in advocacy efforts and obtain media coverage about the fight against Secure Communities.

ICE provided some of the requested documents in early August 2010. However, the urgent need for documents pertaining to whether individual jurisdictions could opt out of Secure Communities, due to widespread confusion about that issue, prompted the team to file a motion on October 28 to secure the release of these records. As a result of the large volume of documents and growing complexity of the issues involved, Kessler contacted Mayer Brown, and the firm joined the team as co-counsel in November.

In December, Judge Shira Scheindlin ordered the government to release the records pertaining to the ability to opt out, or provide an explanation as to why they must be withheld, by January 17, 2011, and to release additional documents by February 25. These two deadlines were met—but the documents themselves proved difficult to use.

Overcoming an E-Discovery Challenge

In early January, the Mayer Brown team went before Judge Scheindlin to raise the issue of the format of the document productions. Despite this, the documents produced in January and February 2011 were formatted as individual electronic files that did not lend themselves to standard computerized search techniques because they lacked “metadata”—the information used to identify, index and search files. “Plain and simple, the government should not be able to respond to a FOIA request with a bunch of PDF files that do not lend themselves to practical review methods. They need to provide this data in a form that the recipient can readily make sense of and utilize,” commented Therese Craparo, an associate in Mayer Brown’s Electronic Discovery and Records Management practice.

On February 7, Judge Scheindlin ordered that the produced records be made searchable—though she later vacated this order to prevent further delays in the case that would have resulted from the government’s appeal.

“Part of what we have done in this case is push the government to correctly search for and find electronically stored information,” explained Kessler, who has continued to work on this matter since joining Mayer Brown as a Litigation associate in 2011. “To ensure transparency and accountability in our democracy, FOIA gives the American public a

broad right to obtain information about what its government officials are up to. In this day and age, it is critically important for agencies to be able to efficiently locate information in electronic systems such as databases or email systems in order to comply with that requirement.”

Once analyzed, the documents received in response to the FOIA request confirmed many of the critics’ concerns about Secure Communities.

Markowitz continued. “DHS then declared that it was up to the state governments, not the local governments, to decide. But when New York, Illinois and Massachusetts announced that they didn’t want any part of this program the federal government changed its position yet again and said the program is mandatory despite documentation that shows that ICE originally called for statements of intent to be signed at the county and local level.”

“Our opposition to Secure Communities stems from our belief that civil immigration enforcement and the criminal justice system should not mix.”

—Sarahi Uribe



Sarahi Uribe (left) and Sunita Patel

Exposing the Reality

“The data that we have uncovered shows that Secure Communities is a dragnet program,” commented Cardozo’s Markowitz, who released the first in a planned series of reports about the program through the Berkeley Law School’s Warren Institute on Law and Social Policy in October 2011. “It catches anybody and everybody who has any kind of contact with the criminal justice system, regardless of whether a person has any criminal record whatsoever.”

According to ICE’s own statistics, through August 2010 only 22 percent of those deported through the program had been convicted of a violent crime, and 26 percent of deportees had no criminal convictions.

“As soon as we exposed the real numbers about who was getting caught up in this program, localities like San Francisco and Arlington County in Virginia decided against participating in Secure Communities,”

“The litigation has helped us learn a lot about misrepresentations made by ICE to local and state policymakers about the program,” added Sonia Lin, Cardozo’s current Clinical Teaching Fellow. “The documents we’ve received have really brought the extent of these misrepresentations to light, which has been tremendously helpful to our advocacy efforts.”

“People in immigrant communities are justifiably afraid to call the police when they see that contact with them can lead to deportation,” NDLO’s Uribe commented. “When people stop reporting crimes and collaborating with the police, everyone’s public safety is negatively impacted. Many police departments are proud of the progress they’ve made with their community policing efforts, which are based on building trust with the community. Secure Communities and community policing are incompatible.”



“The data that we have uncovered shows that Secure Communities is a dragnet program.”

— Peter Markowitz

“DHS has yet to make a credible argument that Secure Communities has enhanced community security,” NDLOJ’s Newman said. “What we have seen instead is that imposing civil immigration law enforcement duties on local police has actually deterred people from reporting serious crimes. The Miramonte Elementary School situation in Los Angeles, where teachers engaged in child abuse and pedophilic behavior for years, exemplifies this. Parents came forward after the story broke and said that they were afraid of reporting what was happening because of the potential immigration consequences. This was a clear example of a huge threat to public safety that went unreported because immigration concerns outweighed criminal law enforcement concerns.”

Continuing the Effort

Both the Uncover the Truth campaign and the litigation that has driven it continue to yield results.

On October 24, 2011, the legal team recorded another success when Judge Scheindlin issued an order refuting the government’s contention that several versions of a legal memorandum shared among multiple agencies should be protected by attorney-client privilege; the Judge ruled that they were not privileged and should be released. “Some government lawyers I’ve spoken with,” Mayer Brown’s Diana said, “were shocked by the opinion, because they regularly share legal memos among agencies. The idea that if you share among agencies you lose the privilege could have a big impact on future FOIA litigation.”

The legal team continues to work on issues around how the government has conducted document searches in response to the team’s requests, which should help improve its future e-discovery capabilities. Recognizing the team’s efforts, the Electronic Frontier Foundation, which represents the public interest in matters affecting rights in the digital age, named *NDLOJ v. ICE* as one of the four cases that promoted transparency in 2011.

“Every day we see examples of how this matter has had an impact, whether it’s from clients telling us how it’s affected their own advocacy, government lawyers talking about how they now approach their own work, or simply through media coverage of Secure Communities,” Diana commented. “I think everyone from Mayer Brown, our co-counsel and our client should be proud of what we’ve been able to achieve.”

“The legal team’s work has been fundamental in bringing transparency to the program and in advancing our efforts to uncover the truth. I think it’s been one of the most successful models of law, advocacy and media work that I’ve ever seen,” NDLOJ’s Uribe concluded. “We’ve managed to expose the Secure Communities program for what it is and increase transparency around what was a very secretive program. A program that was essentially obscure, that no one knew about and that, at the congressional level, no one really thought was even possible to touch, has become one of the biggest controversies of this administration, which has had to respond to questions and push-back from many cities and states. While the program’s ultimate fate is still to be determined, we fully intend to continue the fight against Secure Communities.”

In addition to Diana, Craparo and Kessler, the Mayer Brown team working on this matter includes partners Miriam Nemetz and Paula Tuffin, associates Hannah Chanoine, Chris Houpt, Lisa Plush, Jarman Russell, Jeremy Schilderout and Meghan Silver, Electronic Discovery Specialist Patrick Garbe, summer associate Hilary Deutch and former associate Norman Cerullo. Markowitz, Kessler and Lin also acknowledge the tremendous efforts that their students at Cardozo have put into this matter. ♦



Therese Craparo



Anthony Diana



Bridget Kessler

By Julie Dickins

EU ROUNDUP



Pro bono involvement has continued to increase in our European offices, and the last year has seen a number of highlights, detailed below.

JOINT INITIATIVES. These included an international project led by Mayer Brown's London office, which involved assisting Transparency International (TI) with their global review of implementation of the United Nations Convention Against Corruption, and for which the firm and TI won an award from the Thomson Reuters Foundation (see the article on page 31).

The Paris office has assisted Human Rights Watch with several of their ongoing international criminal law matters, such as the Duvalier case in Haiti (regarding the possible prosecution of the former President for crimes against humanity) and the Hissène Habré case in Chad/Senegal (regarding whether an international tribunal can be set up in Senegal to try the former Chad President for crimes against humanity). They were assisted on the Hissène Habré case by lawyers in Mayer Brown's Brussels office, who helped collect information

from the Belgian authorities on the status of pending extradition procedures.


The Frankfurt office has been advising international charitable organization GoodWeave, which is active in fighting the use of child labor in rug production. The work has included representing GoodWeave in an IP-related dispute with a former associated partner in India, amending GoodWeave's articles of association and facilitating their separation from a German member, FairTrade. Together with our Chicago office, Frankfurt is currently advising GoodWeave on a comprehensive international corporate restructuring of its group, thereby safeguarding the tax-exempt status of the various local entities.

Mayer Brown's European offices again played an active part at the now annual PILnet EU Pro Bono Forum, which this year was held in Berlin and attracted record numbers of lawyers and NGOs, with London Pro Bono Partner Julie Dickins and Frankfurt associate Malte Richter speaking at well-received panel sessions on "Developing Best Practices to Strengthen Internal Pro Bono Structures" and "Pro Bono in Germany."

 **BELGIUM.** Brussels lawyers have been engaged in several significant matters, including providing a 72 hour-long advice hotline for Oxfam and discussing public international law and UN procedures in relation to a proposed multilateral Arms Trade Treaty. The office advised Christian Aid on what reporting and other options could be suggested to the EU institutions to oblige EU companies that use or trade in certain minerals in the Great Lakes region of the former Belgian Congo to undertake as part of

their due diligence measures. Advice was also given to Tearfund on identification of laws that promote transparency/accountability in the extractive industry.

Brussels counsel Margarita Peristeraki gave legal training on EU processes at an Advocates for International Development seminar in London and Charles Helleputte spoke at the annual meeting of Avocats Sans Frontières on the importance of pro bono as a tool for NGOs in accessing justice and helping the poor.

 **FRANCE.** Mayer Brown Paris has assisted a number of non-profit organizations, including:

- PlaNet Finance—an international non-governmental organization that aims to alleviate poverty worldwide through the development of micro-finance—with labor law advice and help with a loan agreement to finance a social business in Ghana
- Solthis—an international medical association dedicated to HIV/AIDS patients in developing countries—with preliminary legal advice in the context of legal proceedings against Solthis' founder and chairman
- The Institut du Service Civique—which enables talented young people to work in non-profit or public organizations and then find a job or receive further training—with defining its legal status to allow it to receive funding, implement partnerships and benefit from legal advantages related to its mission
- Les Apprentis d'Auteuil—a Catholic Foundation that helps children in need of housing and education—by providing short seminars/lectures on mediation techniques, arbitration and real estate lending contracts



GERMANY. The German offices have continued to undertake a wide variety of pro bono cases. These have included helping employees of Deutsche Lufthansa AG set up a German charitable organization that will raise money to support children affected by the Fukushima reactor catastrophe, and assisting the International Centre for Missing and Exploited Children with the creation of a charitable foundation. The Frankfurt office is also representing 400 Ukrainians who were made to do forced labor during World War II.

The Frankfurt office has continued its involvement with Pro Bono Deutschland e.V., an association of international and German law firms aiming to foster legal pro bono work in Germany. The association, of which Mayer Brown was a founding member in 2011, currently has 28 member firms, and Frankfurt associate Malte Richter has just assumed the office of the treasurer.



UNITED KINGDOM. The London office has undertaken numerous pro bono matters for a variety of non-profit organizations, social enterprises and individuals. One of the most worthwhile cases was the defense of proceedings brought against a small charity, Green Rivers Community Association. The charity provides activities for children and young people in a deprived area in Walsall, West Midlands. They were threatened with eviction by Walsall Council, which then sued for possession, despite Green Rivers having operated from its current location since the 1980s. After much litigation and difficult negotiation, Mayer Brown achieved a significant settlement under which the Council agreed to grant the charity a new lease for 21 years, which will allow the charity to improve its facilities and continue its valuable work.

London office lawyers continue to volunteer at a number of legal advice clinics, notably Islington Law

Centre in North London and the RCJ Advice Bureau at the High Court. The Mediation Advice Clinic, staffed exclusively by Mayer Brown lawyers and run in conjunction with the RCJ Advice Bureau and LawWorks, has recently become a help line in order to reach more members of the public. The concept remains the same, namely explaining what mediation is to people with disputes, who can then be referred to LawWorks' free mediation service. London office personnel are joined by College of Law students in manning the phone line, which is set to become even more important in view of forthcoming cuts to legal aid funding.

The London office has begun a partnership with AIESEC, a global student-run non-profit organization that promotes education, development, leadership and cultural tolerance worldwide, and is active at a number of leading universities including Cambridge. AIESEC's sponsors include Vodafone, BA, Cadbury's, McKinsey and Kraft, and they partner with PwC and HSBC among others. Their main pro bono need is for regular contractual advice, and a team of five Corporate associates have volunteered to provide this assistance.

The office held its first Pro Bono, Community and Corporate Social Responsibility "Open Day" (or rather, open lunchtime) on September 28, 2011, when three of its main pro bono partners (LawWorks, Advocates for International Development and TrustLaw) gave talks and, together with other community partners, manned stalls so people could browse materials and ask how they could get involved. ♦



Julie Dickins

by Marc Kadish

PRO BONO PERSPECTIVE:

Pro Bono and CLE Credit

Lawyers are already required to attend a set number of hours of CLE, so why not let them use that time to learn while helping those in need?

As part of my role as Director of Pro Bono at Mayer Brown, I am constantly looking for ways to broaden participation in our pro bono program. Although there are many valid reasons for doing pro bono work (e.g., emotionally satisfying, morally responsible), one of the key sales points is the training that it provides: whether as a new lawyer learning the ropes or as a seasoned lawyer adding skills or participating in mentoring.

In considering the issue of training and how best to leverage the benefits it offers to attorneys, several years ago I spoke with Illinois Supreme Court Chief Justice Thomas Kilbride about whether he would support a proposition to offer CLE credit to lawyers for their pro bono work.

The benefits of such a program seem self-evident. It is a way to incentivize attorneys to perform more pro bono—see the editorial by Jim Sandman on page 18 to see why broadening the pool is so important. It also takes into consideration the fact that the training that attorneys receive while performing pro bono legal work can, in many cases, at least equal the training received in a typical CLE class. And it helps alleviate one of the key barriers for attorneys doing pro bono: it saves time. Lawyers are already required to attend a set number of hours of CLE, so

why not let them use that time to learn while helping those in need?

Justice Kilbride was intrigued and asked me to submit a proposal.

Later, at a meeting of law firm pro bono directors I raised the idea and was approached by Maria Minor, the professional development and pro bono manager at Neal, Gerber & Eisenberg, who said she would be interested in working on the proposal with me. We have been researching the issue and working on a proposal and draft rule for the court to consider.

Currently, seven states give some CLE credit to attorneys for performing pro bono work. In drafting our proposed rule, we looked at what these other states had done and tried to draw on what seemed to have worked, while also balancing the need not to create unnecessary administrative burdens on the relevant agencies.

The Illinois Supreme Court Commission on Professionalism has adopted a program to provide CLE for mentoring new attorneys. This policy makes sense and has helped to increase mentoring resources for new lawyers.

Following this example, we suggest that providing CLE credit for certain pro bono activities could increase participation in pro bono and funnel much needed resources to those most in need. Such a policy would also send the message that, in Illinois, pro bono should



Maria Minor

Maria and Marc are attempting to develop a proposal and draft rule regarding CLE credit for the Illinois Supreme Court to consider. In drafting the rule, they studied what other states have done, while also balancing the desire to not create unnecessary administrative burdens on the supervising agencies.

be an anticipated and expected part of each attorney's professional life.

The Commission on Professionalism requires that CLE fulfill the educational and professional development purposes of continuing legal education "through exposure to new areas of law, expanding the scope of an attorney's experience with cultures and communities and shaping an individual's views." Pro bono work fulfills these goals. Indeed, one is hard pressed to identify an activity better suited to broadening and shaping an attorney's views or providing exposure to new cultures and communities.

Practitioners already recognize that pro bono provides a perfect environment for learning basic skills and professionalism. In the current economic climate, where paying clients only want experienced attorneys staffing their matters and newer lawyers have fewer opportunities to learn on the job, pro bono work provides experience with direct client contact and offers opportunities to argue and try cases in court, to negotiate directly with opposing counsel and to set up new entities.

In addition, experienced attorneys have found renewed energy in their daily practice by stepping outside their areas of expertise or client base and applying their legal skills of counseling, argumentation and negotiation to new areas of the law on behalf of needy families, individuals and organizations.

Legal aid throughout the country is under fire. Illinois' social service and legal aid providers are facing budget cuts in the midst of increasing need. At the same time, pro bono in Illinois is at an exciting crossroads. Some firms are committing the resources to strengthen the overall pro bono community, while some corporate law departments are accepting the challenge of integrating pro bono legal practice into their business models (for examples, see our article on community service work beginning on page 1).

To be clear: We are not suggesting that *any* pro bono work would qualify. There obviously need to be specific guidelines. But by allowing CLE credit for approved pro bono efforts we gain so much: attorneys can better use the time that must be allotted to continuing education, law firms can broaden the participation in their pro bono programs, and, most importantly, the pool of resources available to underserved individuals and organizations in Illinois increases dramatically.

We welcome your thoughts on the matter. ♦



Marc Kadish

by Adrian Steel

EDITORIAL

Looking Back, Looking Forward



I was co-chair of the firm's pro bono committee from 2005 through 2011. Since stepping down, I have had the chance to reflect on the changes to the program that have occurred since 2005. I would like to share some of those reflections here and offer my thoughts for the future of our program.

In 2004, with assistance from the Pro Bono Institute and Hildebrandt International, and with the full support of firm management, we undertook a comprehensive review of our pro bono program. Our effort included interviewing our partners and associates, reviewing best practices and conducting internal pro bono surveys. The result of this effort was a new strategic plan—one of the first by any law firm.

The plan is designed to provide high-quality pro bono opportunities to lawyers in all of our offices and practices, to achieve results commensurate with the quality and challenges of our client work and to achieve significant results for the public good. Our approach has also enabled us to regularly meet our Pro Bono Challenge goals of devoting 3 percent of our total US billable time to pro bono and to average 60 hours of pro bono work per attorney.

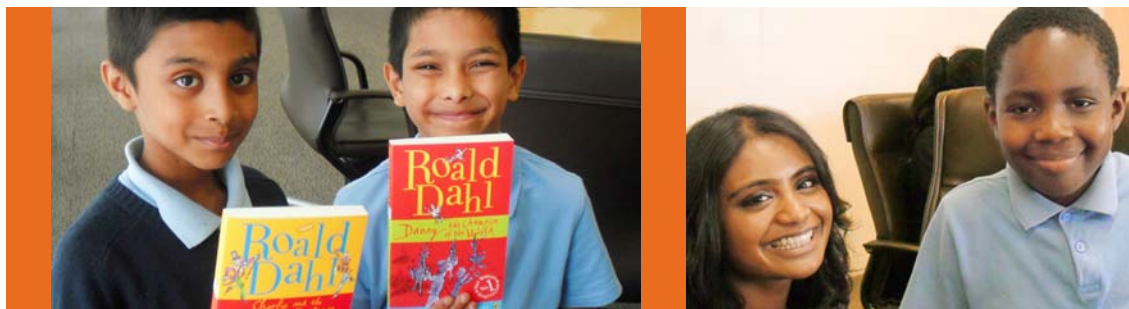
In addition, since 2005, we have adopted a number of structural changes and implemented several new policies that have enhanced the depth and breadth of the program.

These have included:

- Adopting a requirement for all incoming first- and second-year associates to undertake a pro bono matter in their first year with the firm
- Codifying an associate bonus credit policy for pro bono work
- Including pro bono in the evaluation process for income partners, counsel and associates
- Enhancing partner supervision of pro bono matters
- Establishing a policy on paralegal involvement in pro bono
- Implementing a joint US pro bono and training plan to ensure the firm culture embraces the value of pro bono experience as a viable, effective tool for developing better lawyers
- Developing an online approval form to streamline and increase the efficiency of the pro bono matter approval process

We have also taken steps to enhance the global reach of our pro bono efforts. These include:

- Developing a revised structure for the global pro bono committee to further enhance participation and implementation of pro bono initiatives for the non-US offices
- Establishing a pro bono committee and formal pro bono program for our Asian offices



Volunteering at the Malmesbury Primary School in East London is just one example of our commitment to serving our communities

Introducing Alex Lakatos

On January 1, 2012, Financial Services Regulatory & Enforcement partner Alex Lakatos joined Tax Transactions partner Buz Craven as co-chair of the firm’s Global Pro Bono Committee. Alex succeeds Adrian Steel, who served in that position since 2005. Alex is the former chair of the Washington, DC, Pro Bono Committee.



Looking forward, I have several thoughts on how the firm’s pro bono program can grow even stronger and serve more people. First, I believe that the key to expanding and growing the breadth and depth of our pro bono work lies in our local office committees and local pro bono work. This is true both in the United States and globally. It would be beneficial to periodically examine and assess each local committee’s performance and possibly revise the membership of each local committee to make sure that the members remain active. Related to this point, the support of local office management, including practice area management, is critical.

Second, we have recently begun work on creating cross-office pro bono practices that will help to provide more structure to our pro bono program, build teamwork and develop expertise and economies of scale. We have created an Asylum & Immigration practice (see article on page 7) and are looking to create additional high-impact global programs in order to be able to concentrate the firm’s talents and resources on important issues.

Third, I believe that much good can come from integrating the firm’s pro bono and community service/corporate social responsibility programs. Examples of this include efforts in London to assist the Malmesbury Primary School, efforts in China by Mayer Brown JSM to work with the World Vision Child Sponsorship Programme, efforts in New York where

we partnered with our client Credit Suisse to help restore the Isaac Newton Middle School in East Harlem, and the Washington office’s involvement with Higher Achievement, an after-school and summer academic program (for more information on these and other programs, see “Finding Innovative Methods to Be Good Corporate Citizens,” on page 1). In order to enhance and expand these efforts, I recommend that the firm form community service committees in each office, with perhaps a firmwide coordinating committee.

In conclusion, while the firm has earned its share of awards and developed and implemented a number of innovative pro bono projects, the bottom line, as I view it, is that our pro bono program has provided us with many opportunities to assist those in need. For such persons, having their legal issues addressed is critical to their well-being and security, and for that I am grateful to not only firm management and those attorneys who have served on the pro bono committee, but also to all of my colleagues who have undertaken pro bono work and enabled us to provide that service. ♦



Adrian Steel

Assisting

A Global Campaign to Stamp Out Corruption

“Corruption is a pernicious force that undermines democratic as well as other government institutions and harms economic development...”

— Gillian Dell



In October 2003, the United Nations Convention against Corruption (UNCAC) was adopted by the United Nations General Assembly. UNCAC includes agreements to criminalize bribery, embezzlement and money laundering and creates provisions for asset recovery, cooperation, technical assistance and information exchanges between nations. As of December 2011, 158 individual nations, as well as the European Union, had ratified, accepted, approved or acceded to the UNCAC provisions.

“Corruption is a pernicious force that undermines democratic as well as other government institutions and harms

economic development; it limits human rights and hurts the poor and vulnerable most of all,” commented Gillian Dell, Global Programmes Manager at Transparency International—a global civil society organization that works to free the world of corruption.

In collaboration with other members of the UNCAC Coalition—a global network of more than 300 civil society organizations in more than 100 countries—Transparency International undertook a multiyear project in 2010 in which it is funding and supporting civil society organizations from around the world to prepare reports on how well individual countries are complying



United Nations
Convention Against
Corruption

UNCAC

with their UNCAC obligations. This effort is in addition to the United Nations' own official review process, which includes both self-assessments and peer reviews.

Because the civil society organizations required legal experts to review each country-specific report, Transparency International asked the Thomson Reuters Foundation's TrustLaw program to locate a global law firm that could coordinate and manage this process. TrustLaw contacted Mayer Brown's UK Pro Bono Partner Julie Dickins about the opportunity. The firm joined in the project under the leadership of Litigation & Dispute Resolution associate Joanne Skoulikas and partner Andrew Legg, who has since been succeeded on the project by partner Mark Compton.

"Transparency International launched this parallel review project because it felt that getting a grassroots view would give a better picture of how the convention was being implemented around the world," Skoulikas explained. "Their strategy was to assist local non-government organizations in several ways, including the securing of professional legal counsel. Mayer Brown's role was to be that professional resource where possible, and to recruit assistance from firms that we have had previous experience with in those markets where we do not have a presence."

Among the many countries reviewed in 2011 were the United States, the United Kingdom, France and Brazil. Mayer Brown and its affiliated law firm Tauil & Chequer participated in the report preparation and review process in these jurisdictions. In addition, Mayer Brown and TrustLaw engaged local counsel to

assist the civil society organizations that worked on the reports for Portugal, Estonia, Serbia, Lithuania, Chile, the Dominican Republic, Peru, Uruguay, Colombia, Panama, South Africa and Zambia.

Tauil & Chequer associate Leonardo Portelada in São Paulo reviewed the report on Brazil and secured legal support for several other South American jurisdictions. "I had previously studied the transparency theme as it applied to different matters, from the political point of view to the markets and the relations of publicly held companies with investors. Being part of this effort was a good opportunity to extend these studies," he said. "With the UNCAC project, we had to deal with the 'quality' and 'essence' of the law—not just the interpretation, but also the analysis of the objectives, range and efficiency of the law from a public policy perspective. We had to deal with a major range of variables to determine how good our regulations were in terms of the transparency theme."

Mayer Brown partner Simeon Kriesberg led a team from the Washington, DC, office that supplemented and reviewed the US report. "We were responsible for summarizing the state of US law with respect to several areas of UNCAC and analyzing some of the strengths and weaknesses of US law in these areas," said Kriesberg. "We provided factual summaries of the law and how it's enforced, as well as a policy analysis that identified areas in which the laws can be strengthened."

Mayer Brown partners Renaud Semerdjian in Paris and Richard Tollan in Hong Kong have also contributed to the UNCAC project.

“It is incredibly valuable to be able to partner with a law firm like Mayer Brown that can provide insights and tap into its network to put us in touch with experts.” — Gillian Dell

“Transparency International launched this parallel review project because it felt that getting a grassroots view would give a better picture of how the convention was being implemented around the world.”

— Joanne Skoulikas

“Ordinarily, we look at the laws that exist and the manner in which they impact our client. But this project allowed us to take a step back and consider whether the law was being appropriately implemented, and even come up with ways to improve implementation,” added Litigation associate Kristina Portner. “At the same time, I was able to incorporate some things into the report that I had seen through my client work. For example, one issue that the US government hasn’t addressed directly with regard to the Foreign Corrupt Practices Act are the benefits of voluntary disclosure, so we incorporated that into one of the priority steps that we recommended.”

While the review project has several more years to go, the UNCAC Coalition feels that their efforts are already having an impact. “I think China’s recent adoption of legislation that criminalizes foreign bribery is a notable success of UNCAC and the associated review process,” Dell

commented. “I think they would have found it very embarrassing to have no laws about this in light of their UNCAC obligations.”

In honor of this endeavor, Mayer Brown and Transparency International received the TrustLaw 2011 Collaboration Award for their work on the UNCAC global review program. The award, from the Thomson Reuters Foundation, recognizes highly effective working relationships between pro bono providers and recipients that dramatically increase the potential impact of projects.

“It is incredibly valuable to be able to partner with a law firm like Mayer Brown that can provide insights and tap into its network to put us in touch with experts,” Dell said. “I hope that the relationships that are developing between these law firms and national civil society organizations will last beyond this particular project and continue on to other anti-corruption work in the future.” ♦



Simeon
Kriesberg



Leonardo
Portelada
Tauil & Chequer
Advogados



Kristina Portner



Joanne
Skoulikas

Helping

Give Writers Their Due

Mayer Brown has provided The American Writers Museum Foundation with critical help in the start-up phase.



The United States has more than 17,500 museums focusing on such diverse subjects as art, history, sports, pop culture, science, technology, race and ethnicity. Yet, while there are many small museums that commemorate the lives of individual writers, there is not a single

US museum dedicated to the history of American literature.

Believing that writers have had a major impact in shaping America, Malcolm O'Hagan, the retired president of the National Electric Manufacturer Association, helped found The American Writers Museum

“The museum is not to be an institution directed toward the elite. Rather, it is intended for everyone who wants to experience the power of the written word through engaging exhibits and programs.” — *Werner Hein*

Foundation for the purpose of establishing a museum that celebrates American writers and explores their influence on American history, culture and life.

According to O’Hagan, “When I would raise the idea with people, they typically responded, ‘You mean we don’t have one already?’ So I knew I was on the right track.”

He resolved to push ahead, gathered a group of like-minded volunteers, most of them successful professionals with a love of literature, and enlisted the pro bono assistance of Mayer Brown.

“The museum is not to be an institution directed toward the elite,” said Mayer Brown senior counsel Werner Hein, who has since joined the Foundation’s Board of Directors. “Rather, it is intended for everyone who wants to experience the power of the written word through engaging exhibits and programs.”

Despite expressions of interest from a number of cities, including New York, the Foundation has chosen to locate the museum in Chicago. Civic leaders have praised the idea of a national museum in Chicago, which promises to make the city a nexus of the literary world, enhance its cultural standing and attract visitors from the region and globally.

The Foundation set up a Chicago Literary Advisory Council and a National Advisory Council that includes leading representatives of the literary and multimedia worlds. A conceptual plan for the museum was completed with the support of a grant by the chairman of the National Endowment for the Humanities.

Mayer Brown has provided the Foundation with critical help in the start-up phase. For example, attorneys from the Washington, Chicago and New York offices have helped with incorporation, governance and nonprofit status issues. They also

have advised on real estate, trademark and cutting-edge IP issues and steered the Foundation through the rules for non-profit organizations and grant applications. Additionally, the Washington office has provided the Foundation with temporary office space.

Among the attorneys who have provided legal assistance are partners John Gearen, John Mancini, Deborah Schavey-Ruff and David Narefsky, senior counsel Werner Hein, associate Lillian Lwamugira and former associate Laura Jensen. Other who have shared their knowledge and understanding of Chicago’s political and civic networks are partners Ty Fahner, Andy Pincus and Robert Helman and former partner Scott McCue.

Other organizations that have provided, or are currently providing, their professional services on a pro bono basis to the Foundation are Gensler Architects, Amaze Design and Res Publica Group.

Feasibility studies for developing the museum are currently underway, with various options for a museum site in downtown Chicago under consideration. The Foundation is also helping with Mayor Rahm Emanuel’s efforts to develop Chicago’s Cultural Plan 2012. The opening of the first phase of the museum is scheduled for 2015. For more information about the Foundation and the proposed museum, visit www.americanwritersmuseum.org. ♦



Werner Hein

by Marcia Tavares Maack



PRO BONO

and Corporate Social Responsibility: Finding the Sweet Spot

At Mayer Brown, we always are looking toward the future in pro bono, to new and innovative approaches that will help us increase the impact of our Pro Bono program and expand access to justice for the poor and disadvantaged. To that end, we were the first major law firm to develop and implement a pro bono strategic plan, and we were among the first to integrate pro bono and training and pro bono and the firm's charitable contributions budget. Most recently, in an effort to leverage our global talent and resources, we have started to look at how our program can better integrate within the firm's larger commitment to corporate social responsibility (CSR).

Of course, pro bono holds a unique position within the firm's CSR initiatives. As we know, there is an enormous gap in access to justice, with millions of individuals in need of legal assistance they cannot afford. That gap has only been worsened by the economic downturn, which has had a devastating effect on the neediest in our communities and the organizations that serve them.

Lawyers have specialized knowledge and skills that they can bring to bear to help close this gap. In fact, by virtue of the monopoly power that lawyers have been granted over the legal system, they have a unique obligation to improve access to justice. Concomitantly, law firms have an obligation to encourage and support their attorneys' pro bono work. This duty has been enshrined in the numerous codes of professional responsibility that govern the legal profession.

While pro bono is at the heart of our CSR program, the firm's CSR commitment also includes important community service, diversity and inclusion, charitable giving and environmental sustainability initiatives. In the United States, Europe and Asia, we have volunteer opportunities in the areas of childhood education, homelessness, antipov-erty and neighborhood beautification. We participate in programs to build homes, assist food banks, visit elderly centers, raise funds and arrange donations of food, furniture and other items for community organizations, all of which allow our lawyers and staff to apply a wide range of skills to help individuals and communities in need.

Likewise, through our Committee on Diversity and Inclusion and our Women's Initiative Committee, we continue to seek innovative and effective ways to increase the number of diverse students interested in law school and to recruit and nurture diverse law students and lateral candidates. Just one example of our efforts in this area includes the firm's collaboration with LatinoJustice PRLDEF on the annual "How to Succeed in Law School" program (see article on page 1). Last year, the firm received the LatinoJustice PRLDEF Cesar A. Perales Award for our work on the program.

And through our global and local green initiatives, the firm is committed to making our everyday working environment eco-friendly and reducing our carbon footprint. By promoting the integration of ecological and environmental awareness into the firm's business practices, our local Green Committees stress global education on environmental issues with a local focus upon action. All of these initiatives—pro bono, community service, charitable giving, diversity and inclusion, and environmental sustainability—are vital to ensuring that we function as a responsible global citizen and that our actions help to strengthen the communities in which we live and work.

Our CSR efforts are wide-reaching, but we think we can have an even greater impact by creating better synergy between our pro bono program and the firm's other CSR initiatives. For example, the community service work that we undertake for a particular organization can be enhanced by providing that organization with pro bono legal services that allow it to fulfill and perhaps scale-up its mission. Likewise, we can collaborate more closely with our Committee on Diversity and Inclusion, our Women's Initiative Committee and our Green Committees to develop pro bono projects that complement and enhance the work they are doing. And by further integrating and aligning all of our CSR initiatives, we can more effectively engage and partner with our corporate clients on issues that are vitally important to all of us. ♦

About Mayer Brown

Mayer Brown is a global legal services organization advising clients across the Americas, Asia and Europe. Our presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach.

We are noted for our commitment to client service and our ability to assist clients with their most complex and demanding legal and business challenges worldwide. We serve many of the world's largest companies, including a significant proportion of the Fortune 100, FTSE 100, DAX and Hang Seng Index companies and more than half of the world's largest banks. We provide legal services in areas such as banking and finance; corporate and securities; litigation and dispute resolution; antitrust and competition; US Supreme Court and appellate matters; employment and benefits; environmental; financial services regulatory & enforcement; government and global trade; intellectual property; real estate; tax; restructuring, bankruptcy and insolvency; and wealth management.

Please visit www.mayerbrown.com for comprehensive contact information for all Mayer Brown offices.

Mayer Brown is a global legal services provider comprising legal practices that are separate entities (the "Mayer Brown Practices"). The Mayer Brown Practices are: Mayer Brown LLP and Mayer Brown Europe – Brussels LLP, both limited liability partnerships established in Illinois USA; Mayer Brown International LLP, a limited liability partnership incorporated in England and Wales (authorized and regulated by the Solicitors Regulation Authority and registered in England and Wales number OC 303359); Mayer Brown, a SELAS established in France; Mayer Brown JSM, a Hong Kong partnership and its associated entities in Asia; and Tauil & Chequer Advogados, a Brazilian law partnership with which Mayer Brown is associated. "Mayer Brown" and the Mayer Brown logo are the trademarks of the Mayer Brown Practices in their respective jurisdictions.

© 2012. The Mayer Brown Practices. All rights reserved.



