



# RISING UP:

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DUANE MORRIS  
PRO BONO REPORT





## "CULTURE EATS STRATEGY FOR BREAKFAST."

This saying from Peter Drucker is one of my favorites. It encapsulates the secret of Duane Morris' success in every area, and pro bono is no exception. Our culture of pro bono runs deep with generations of community leaders and civic-minded lawyers having passed through our ranks. Last year, our attorneys provided thousands of hours of pro bono service in every office to clients throughout the world. The many obstacles thrown our way by a global pandemic did not slow down our work, but only enhanced it. Our culture of collaboration and rapid response to changing conditions allowed us to quickly adapt to a new hybrid work environment and to take the lessons we learned into our pro bono service. Virtual pro bono clinics became a mainstay of our practice and enabled us to collaborate with corporate counsel to prepare Afghan humanitarian parole applications, naturalization applications, pardon applications and others. Virtual

hearings and other proceedings increased pro bono opportunities for attorneys and clients in far flung cities that previously would have required air travel and precious time. Virtual landlord-tenant mediation programs enabled us to help more people stay in their homes and avoid eviction during these unstable times. Through the leadership of our pro bono team, we rose above these challenges and provided even more meaningful service to our communities and pro bono opportunities for our lawyers to serve those communities. I hope you enjoy learning more about the culture of pro bono at Duane Morris in our annual report, *Rising Up*.

**MATTHEW A. TAYLOR**  
Chairman and CEO

*"[W]e will raise this wounded world into a wondrous one.*

*We will rise from the gold-limbed hills of the West.*

*We will rise from the windswept Northeast,  
where our forefathers first realized revolution.*

*We will rise from the lake-rimmed cities of the Midwestern states.*

*We will rise from the sunbaked South.*

*We will rebuild, reconcile and recover."*

**THE HILL WE CLIMB BY AMANDA GORMAN**



# ACCESS TO JUSTICE BY THE NUMBERS

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**34,000+**

hours donated to pro bono service firmwide during the past year, and **390,242 HOURS** donated to pro bono service over the past 15 years

**40**

average hours spent by each lawyer on pro bono matters

**6,100+**

hours representing **OVER 250 NONPROFITS** in corporate governance, tax and transactional matters

**1,100+**

pro bono clients during the past year

**2,000**

hours representing **117 LOW-INCOME ENTREPRENEURS OR INVENTORS** seeking assistance to start businesses, file for patents, hire their first employees or other growth matters

**1,680**

hours representing **49 VETERANS** applying for service-related disability benefits or military discharge upgrades

**5,400+**

hours representing **225 IMMIGRANTS** seeking lawful status in the United States

**1,430**

hours representing **50+ INDIVIDUALS** with criminal convictions seeking to prove their innocence, petition for pardon, or expungement of low-level criminal records

**3,300+**

hours representing **OVER 30 CHILDREN** in the dependency/foster care systems and survivors of intimate partner violence seeking safe and stable homes

**532**

hours representing **17 TRANSGENDER INDIVIDUALS** seeking asylum in the United States as well as legal name changes



# DUANE MORRIS PRO BONO AWARDS

## 2021 DUANE MORRIS PRO BONO LEADERSHIP AWARD

*The Duane Morris Pro Bono Leadership Award is given to an attorney who exemplifies the spirit of pro bono: a selfless, longstanding and unwavering commitment to pro bono service; a leader by example, who accepts pro bono matters without fanfare; and a pro bono contributor who encourages and mentors other firm attorneys in pro bono service.*

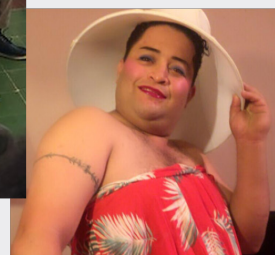


**PIERRE GEORGES BONNEFIL** (New York) is the friendly attorney you would hope to meet if you were down on your luck, in the darkest part of your life and hoping for a helping hand. His calm and patient demeanor would put you right at ease, and you would feel like you won the lottery. In truth, you probably did.

Since joining Duane Morris, Bonnefil has averaged over 150 pro bono hours annually. In each of his cases, he actively engages his mentees. In fact, Bonnefil is sought out by associates to work on pro bono matters because they know it will be an enjoyable experience, offering true learning, developmental and growth opportunities.

An immigration partner with extensive experience representing private and public companies in a wide range of matters, Bonnefil's pro bono practice spans complex asylum cases for mentally ill individuals, transgender journalists, political activists and families fleeing gang-related persecution and kidnapping. He represents elderly citizenship clients/patients via the firm's collaboration with the Mount Sinai Medical Legal Partnership and assists young student-photographers with immigration visas and citizenship. Beyond immigration law, Bonnefil has served as an election poll worker pro bono and advised nonprofits. Through it all, he has had an enormous impact on his community and inspired many colleagues, both inside and outside Duane Morris, to join him in extending a helping hand.

In 2015, Bonnefil was appointed a knight in the French Legion of Honor by the Consul General of France in New York. The National Order of the Legion of Honor, formerly the Royal Order of the Legion of Honor, is the highest French order of merit, both military and civil. It was presented to him in recognition of his outstanding public service. Bonnefil also is a recipient of the French Order of Merit and a member of the Board of the American Society of the French Order of Merit.



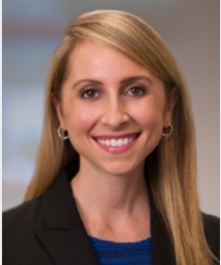
*"[T]o compose a country committed to all cultures,  
colors, characters and conditions of man.  
And so we lift our gazes not to what stands between  
us, but what stands before us.  
We close the divide because we know, to put our future  
first, we must first put our differences aside.  
We lay down our arms so we can  
reach out our arms to one another."*

**THE HILL WE CLIMB BY AMANDA GORMAN**



## 2021 DUANE MORRIS PRO BONO AWARD

*The Duane Morris Pro Bono Award honors the outstanding service of any attorney or group that exemplifies Duane Morris' commitment to pro bono service and has made a significant impact on an individual or community. For the first time in the award's history, Duane Morris celebrated two winners in 2021—marking a litigation and a transactional victory.*



**ALLISON M. MIDEI** (Baltimore) successfully represented a Salvadorian father seeking the return of his sons after they were unlawfully kidnapped in contravention of local court orders and the United Nations Hague Convention on International Child Abduction. Midei and a team of Duane Morris attorneys argued a three-day federal trial securing an order returning the children to their father and home. In a second Hague case, Midei helped secure the return flight for a Honduran child amidst the coronavirus pandemic, which caused multiple canceled flights and required repeat requests and advocacy with the Honduran government for travel documents. Going above and beyond, Midei drove the child to the airport at 5:00 a.m.—to make a last-minute flight, with a translator on speakerphone—because the child had no other way to get to the airport. Due to her zealous advocacy, multiple children have been returned to their parents and homes.



**DANIEL L. MITA** (Philadelphia) was honored for his work negotiating several complex contracts and leases during the coronavirus pandemic, including negotiating the donation of land by the Philadelphia Housing Authority to the Culture Trust of Greater Philadelphia for the creation of the North Philly Peace Park.

In addition, Mita negotiated a lease for a local social service agency, Lutheran Settlement House (LSH), to lease their patio/garden area to a neighboring restaurant for outdoor seating during COVID-19. A win-win for all involved, the lease not only gave LSH an additional funding source, but turned a pretty bleak patio into a beautiful oasis at no cost to the client that will be used by many seniors and domestic violence survivors.





# RIISING UP TO CLAIM THE AMERICAN DREAM

- > **Refugee:** a person outside his/her/their country of nationality who is unable/unwilling to return to that country because of persecution or a well-founded fear of persecution based on race, religion, nationality, membership in a particular social group or political opinion. Refugees must be designated and vetted by the United Nations high commissioner on refugees; a person cannot self-designate or apply to be a refugee.
- > **26 million refugees** worldwide as of fiscal year 2020. The U.S. agreed to resettle 125,000 refugees in 2022. In FY 2020, the United States provided more than \$10.5 billion in humanitarian assistance, including assistance for refugees.
- > Over **500,000 Afghans** fled their homes since January 2021.
- > **80 percent** of all recently displaced Afghans are women and children.
- > Duane Morris aid for Afghan refugees in 2021
  - **100+** Duane Morris volunteers
  - **350+** clients served
  - Legal clinics with Comcast and PNC
  - Clients ranging in age from newborns to very elderly grandparents



*"When the crisis in Afghanistan happened, I had no idea what to do. I have a large family to help and no support. When I was referred to the Duane Morris team, it gave me hope and sense of direction. They helped me through 31-plus humanitarian parole applications and were always there to answer questions and help. I cannot say enough how thankful I am to Duane Morris for what they have done for Afghan people in these hard times."*

**– AZADA MOWAHID NYAZI**

## MOBILIZING TO SECURE SAFETY FOR AFGHAN REFUGEES AND HUMANITARIAN PAROLEES

Our clients worked in positions ranging from post office workers, radio/TV and journalists, to serving in the International Security Assistance Force and Afghan military including officers in the war on terrorism/counter-Taliban group, Doctors Without Borders and international relief and development.





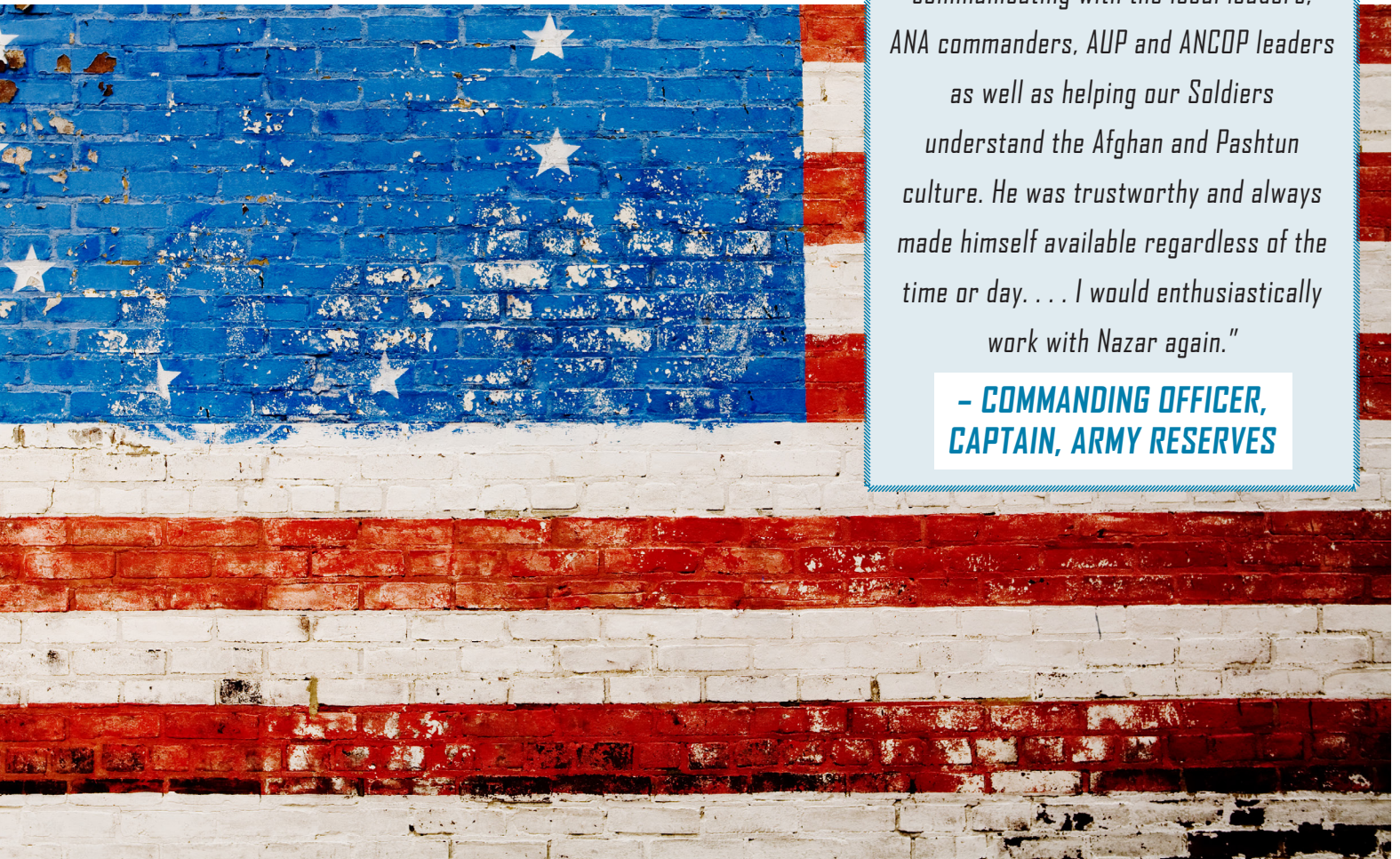
## NEW BEGINNING FOR U.S. MILITARY INTERPRETER AND AFGHAN REFUGEE

Our client served as a front-line interpreter for the United States military during the U.S. War in Afghanistan. As a result, our client survived various death threats and attempts by the Taliban, including the murder of his father. Just before Kabul fell to the Taliban in August 2021, our client fled to France and stayed in a refugee camp outside Paris.

For the past four years, attorneys in Duane Morris' Newark office have worked with Rutgers Law School students and the **International Refugee Assistant Project** (IRAP) to petition for a Special Immigrant Visa (SIV) for our client to live safely in the United States. Four months after Afghanistan fell to the Taliban and following extensive vetting by the U.S. embassies in Kabul and Paris, on December 22nd our client arrived in Detroit, Michigan. At the airport, he was greeted by his lead Duane Morris attorney for a long overdue welcome celebration!

*"As interpreter ... Nazar was vital in communicating with the local leaders, ANA commanders, AUP and ANCOB leaders as well as helping our Soldiers understand the Afghan and Pashtun culture. He was trustworthy and always made himself available regardless of the time or day. . . . I would enthusiastically work with Nazar again."*

**- COMMANDING OFFICER,  
CAPTAIN, ARMY RESERVES**





- > **Intersex:** an umbrella term for differences in sex traits or reproductive anatomy, including in genitalia, hormones, internal anatomy or chromosomes; intersex people may be born with these differences or develop them in childhood.
- > **1.7%** of people are born intersex, or one in 2,000 babies. By comparison, each pregnancy has a 0.3% chance of identical twins.

- > In 2021, Duane Morris helped more than **100 asylum seekers** from over **25 countries** and **four continents**, including Afghanistan, Brazil, Burundi, Cameroon, Chad, Colombia, Congo, Cuba, Democratic Republic of Congo, El Salvador, Ghana, Guatemala, Haiti, Honduras, Iraq, Jamaica, Liberia, Mauritania, Mexico, Nicaragua, Russia, Saudi Arabia, Sri Lanka, Venezuela, and Zimbabwe.
- > In the last five years, Duane Morris attorneys helped over **600 immigrants** and families secure safety in the U.S. and stabilize their immigration statuses, donating nearly **36,000 pro bono hours**.



### THE “I” IS FOR INDIVISIBLE: TATENDA NGWARU, GLOBAL ADVOCATE FOR INTERSEX RIGHTS

When Tatenda Ngwaru was born in Gutu, Zimbabwe, in 1988, the doctor had never seen an intersex person before. He misconstrued her unusual physical appearance to be male and told her parents the best they could do was raise her as a boy, which they did for 10 years. Yet, growing up, Ngwaru knew she identified as a woman, which was particularly difficult in her extremely homophobic community and culture. She yearned to wear the girl’s dress uniform to school, or to walk around Rasa Mountain—where legend said you could change your gender if you walked around it holding your breath.

At 14 or 15 years old, Ngwaru began having pelvic pains, which led to exploratory surgery and the discovery that she had ovaries, was intersex and was experiencing menstrual cramps. Ngwaru’s community



did not understand her identity or diagnosis, and they did not accept her changing appearance.

The government and society in Zimbabwe have long ostracized and discriminated against the LGBTQI community. There is little understanding of the important differences between people that fall under the LGBTQI umbrella. Former Zimbabwean President Robert Mugabe, who ruled for over 30 years from the mid-1980s to 2017, was notoriously one of the most homophobic leaders in the world. He described the LGBTQI community as “worse than pigs and dogs,” called homosexuality a filthy disease and vowed to reject any international aid that required Zimbabwe to accept LGBTQI people’s human rights. He swore Zimbabwe would never decriminalize homosexuality. In this society, Ngwaru’s neighbors did not understand—nor want to understand—that she was an intersex woman, and she was bullied, beaten and tormented throughout her school and collegiate years.

After college, Ngwaru turned her nightmare into something positive—she founded True Identity, an organization providing a safe space for herself and other LGBTQI Zimbabweans. A transgender and intersex rights, advocacy and educational organization, through True Identity, Ngwaru spent two years organizing workshops and support groups across Zimbabwe and advocating for healthcare services for LGBTQI individuals.

When her community members learned about True Identity, the threats and violence against Ngwaru increased. Community members threatened to silence her if she did not end her activism, and True Identity’s offices were raided with people searching for their member lists. In Zimbabwe, LGBTQI people are expected to hide away in shame, but Ngwaru had the courage to challenge this stereotype. Her neighbors’ threats were not empty, and the community reacted violently to Ngwaru’s political activity on numerous occasions. Ngwaru was beaten, strangled and threatened with death, and men attempted to “correctively rape” her to prove whether she was a woman.

Finally, in July 2016 while Ngwaru was celebrating her birthday at her parents’ home, an angry anti-LGBTQI mob gathered outside the home, threw stones at the

house and called for Ngwaru to come outside so they could attack and kill her. Terrified, Ngwaru fled the country fearing for her life and safety as well as her parents. Mob-style attacks against LGBTQI people are a documented tactic of persecution in Zimbabwe, forcing family members to out their LGBTQI loved one for fear of their own personal safety.

In the United States, Ngwaru has become even more outspoken in her political opinion and activism on behalf of LGBTQI people. She is a frequent speaker at leading universities and international conferences encouraging younger generations to show kindness toward people different from themselves. She also is an outspoken activist in the Black intersex and transgender communities, encouraging support and inclusion of Black intersex individuals in the LGBTQI movement. She has written articles in several publications and even appeared in a documentary, *She’s Not a Boy* by

Real Stories, which was featured by *The Atlantic*.

Duane Morris attorneys, in collaboration with **Immigration Equality**, represent Ngwaru pro bono in seeking asylum in the United States, as an LGBTQI Zimbabwean and political activist. Ngwaru seeks to earn her master’s degree in social work and to continue advocating for intersex youth and rights in Zimbabwe and the United States.

To learn more about Ngwaru’s works, please view, “**What It’s Like to Be**

**Intersex**,” a video by Robert Tokanel and Yuhong Pang.

During the past year, Duane Morris helped 17 LGBTQI asylum seekers fleeing persecution due to their gender or sexual orientation in countries ranging from Honduras, Guatemala and El Salvador, to Russia, Ghana, Jamaica and more.

## NEVER GIVE UP: APPELLATE ADVOCACY

Throughout the COVID-19 pandemic, Duane Morris attorneys provided appellate advocacy to immigrants detained by U.S. Immigration and Customs Enforcement and facing imminent deportation.

### **PRECEDENTIAL THIRD CIRCUIT WIN AFFIRMS ASYLEES NEED NOT SUBJECT THEMSELVES TO PHYSICAL HARM OR ARREST TO REASONABLY FEAR PERSECUTION BY OPPRESSIVE REGIME**

From a young age, our client was a member of the Union for Democracy and Social Progress, the largest political party in the Democratic Republic of Congo. He protested

*“I am a Black woman, an immigrant and an intersex woman. That is something that is built automatically to destroy me. But from that, I rise.”*

**– TATENDA NGWARU**

fraudulent elections as well as the policies of President Kabila, and following 2018, President Tshisekedi. In 2018, our client founded a political and social networking group, Liberté Congolaise, to oppose President Kabila, and he attended several demonstrations and documented others as recordings of the government's abuse. Beginning in 2019, our client was personally targeted for his political activities, and fellow activists were shot or disappeared after being arrested by the government. When the national police came for his arrest, our client fled to the airport where he made his way to the United States. At the airport, he was warned by a member of DRC customs and immigration to "never plan to return to the Congo."

In the United States, our client was detained at DHS' Elizabeth Detention Center in New Jersey at the outset of the COVID pandemic. Duane Morris attorneys took up his case via the Immigration Justice Campaign, representing the client in a half-day asylum merit hearing via telephone. The attorneys were not allowed into the detention center, and the center had no video capability, so the hearing was held with each party attending via telephone in a different location. While the Immigration Judge found our client credible, the judge denied asylum and order the client deported finding the client had not suffered past persecution because he was not physically harmed and his fear of future persecution was unreasonable because he had been able to escape arrest via bribes. Undeterred, the team appealed the denial to the Board of Immigration Appeals, and then to the U.S. Court of Appeals for the Third Circuit, simultaneously filing stays of removal so the client would not be summarily deported.

Miraculously, the pro bono team also got our client out of detention during the pendency of his appeal, and following his survival of COVID-19, a huge win in and of itself! Going above and beyond, the team took on the social worker side of the case, securing housing for the client at various social service agencies and churches as the client had no work authorization, family or friend support, or access to benefits in the United States while his case proceeded on appeal.

At the end of 2021, Judge McKee, in a precedential opinion for the Third Circuit, resoundingly rebuffed the

*"A refugee who reaches our borders need not bear the scars or disfigurement or mutilation to establish an objectively reasonable fear of returning home."*

**– JUDGE MCKEE**

BIA's flawed reasoning, granted our client's petition for review, and vacated his deportation order stating "[a]s we have stressed, but apparently must emphasize yet again, we have never required someone to actually subject themselves to physical harm or arrest before finding that his or her fear of returning to a country is reasonable. Merely stating such an absurdity demonstrates how illogical and impractical such a requirement would be. . . . A refugee who reaches our borders need not bear the scars or disfigurement or mutilation to establish an objectively reasonable fear of returning home."

With this victory, we hope our client will be granted asylum by the Immigration Judge on remand and be able to remain safely in the United States, securing work authorization, refugee benefits, and rebuilding his life in his new community.

#### **DEPORTATION RELIEF UNDER THE UN CONVENTION AGAINST TORTURE FOR GUATEMALAN TAXI DRIVER**

Our client, who originally worked as a taxi driver, fled after gangs extorted, threatened and persecuted him. Entering the case at the U.S.

Court of Appeals for the Third Circuit at the request of **HIAS Pennsylvania** and **Villanova Law School**, a team of Duane Morris attorneys secured

a remand to the Board of Immigration Appeals and the immigration judge. At the trial court on remand, the team successfully argued a change in country conditions, which would result in the client being tortured/murdered by gangs if forced to return to Guatemala. Securing removal/deportation relief under the United Nations Convention Against Torture, the team secured the client's release after two years in detention, including surviving COVID-19. Presently living and working in the New York City area, he





will be able to remain in the United States so long as it unsafe for him to return to Guatemala.

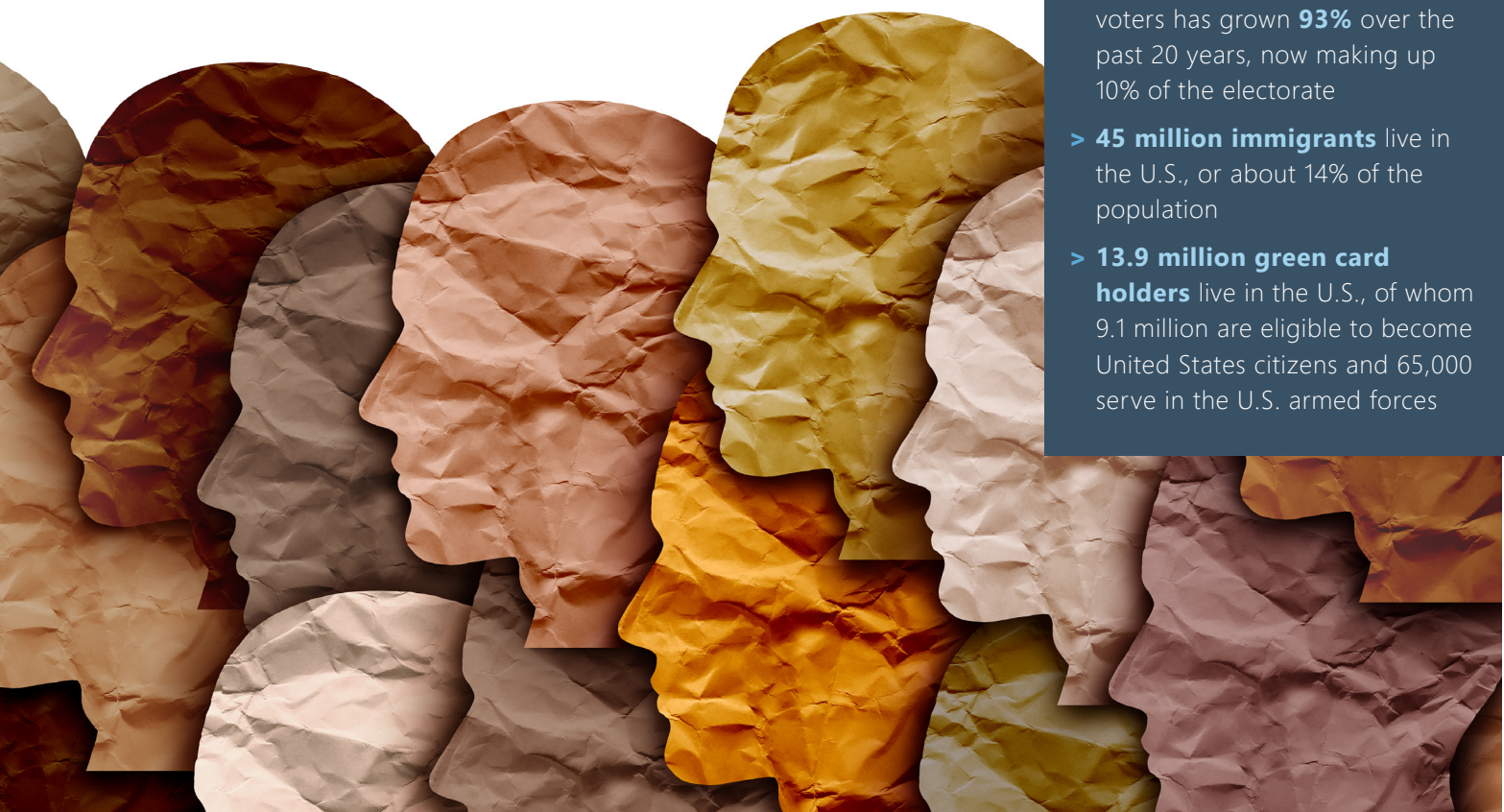
### MAURITANIAN ASYLUM-SEEKER FIGHTS TO STAY IN THE UNITED STATES

Our client, a Black Moor from the Islamic Republic of Mauritania, participated in several meetings and demonstrations with the Association of Pulaar People to protest slavery, discrimination and racism in Mauritania. As a result, he was detained, beaten with batons, tortured and extorted by the police with threat of arrest and being “eliminated.” The next time police arrived at a demonstration where our client was protesting, he fled fearing arrest and murder.

Our client traveled through Brazil to the United States, being detained upon entering the U.S. at the southern border. While in detention, he appeared for an asylum hearing *pro se*, during which he was unable to communicate in his native language, Mauritanian Pulaar, and was forced to proceed despite obvious communication difficulties. In addition, the immigration judge held our client to the incorrect standard of proof for sustaining an asylum claim and denied his claim.

On appeal, the Board of Immigration Appeals upheld the immigration judge’s finding that the client’s testimony was inconsistent and contradictory, likely due to his inability to communicate with the judge, and found the client failed to adequately establish—*pro se* without access to an adequate translator—a pattern or practice of persecution against Black Mauritians or Black Moors.

Entering at the U.S. Court of Appeals for the Fifth Circuit, Duane Morris attorneys are arguing that our client would be entitled to asylum under the correct legal standard as he provided uncontradicted, objective evidence via country condition reports and news articles concerning the systemic and pervasive persecution in Mauritania of Black Moors and activists that support them. Among other things, our client did provide evidence of continued enslavement and discrimination of Black Moors by the politically dominant White Moors, the government’s active efforts to block equal treatment of Black Mauritians, and a pattern or practice of arbitrary arrest, torture and mistreatment of Black Moors and human rights activists protesting their disparate treatment. As such evidence satisfies our client’s burden to show a well-founded fear of persecution, and he should be granted asylum. The team awaits oral argument or a decision on appeal.

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- > The number of immigrant eligible voters has grown **93%** over the past 20 years, now making up 10% of the electorate
  - > **45 million immigrants** live in the U.S., or about 14% of the population
  - > **13.9 million green card holders** live in the U.S., of whom 9.1 million are eligible to become United States citizens and 65,000 serve in the U.S. armed forces



## REPRESENTING THE WHOLE CLIENT: DUANE MORRIS ATTORNEYS STAY THE COURSE

Duane Morris is proud to represent immigrants pro bono from their first steps in the U.S. as an asylee or refugee all the way through to their swearing in as U.S. citizens. Our representation is holistic, additionally helping families fleeing violence with divorce, protection from abuse orders or criminal matters as well as securing counseling, housing and other benefits. In time, many of our pro bono clients come back seeking Duane Morris' help applying for their new spouse, families or friends to join them in the U.S. Below are a few stories of our holistic practice:

### JUSTICE AND THE AMERICAN DREAM

In 2019, we reported on Karla Baday, who was wrongly convicted of multiple counts of child sexual abuse in

2002 and received a sentence of 45 years to life. The charges stemmed from Baday's fleeing an abusive relationship with a partner who used the criminal justice system, and Baday's limited English language, to control and harm Baday. Seventeen years later, Duane Morris teamed up with the **Northern California Innocence Project (NorCal IP)** prevailing in a writ of habeas corpus proceeding proving that Baday's conviction was based on false medical evidence and that she was prejudiced by ineffective assistance of counsel.

Following Baday's release, Duane Morris immigration attorneys continue to represent her in asylum and removal proceedings while teaming up with the NorCal IP attorneys as they seek clemency and damages related to Baday's wrongful convictions. Baday originally fled abuse and death threats by her family and gangs in





Honduras as an “out” lesbian. Two years post release on her wrongful criminal charges, Baday lives happily in Georgia with her girlfriend and family while awaiting adjudication of her asylum claim. She overcame an early COVID-19 diagnosis, and recently was granted employment authorization. She works in landscaping, enjoying being outside in the sun and air each day. She is working on obtaining her driver’s license and, in the future, Baday hopes to finish her bachelor’s degree, which she began while incarcerated.

### SAFE AND SOUND WITH A PASSPORT TO TRAVEL

When Janet first came to Duane Morris’ pro bono clinic with HIAS Pennsylvania in 2015, she was fleeing an abusive marriage to her husband, a corrections officer at a local prison, that left her with numerous physical and mental health scars. She was afraid he would reappear at any moment and she was terrified that somehow she would be arrested and deported to Jamaica for leaving him. Duane Morris attorneys helped her find the counseling and support services she needed, in addition to petitioning to remove the

conditions on her lawful permanent residency and obtain a divorce. Five plus years later, her case remains pending with U.S. Citizenship and Immigration Services due to the Trump administration’s “last in-first out” policy that proscribed recent applicants’ cases be decided first. In 2021, Janet finally was granted an interview on her permanent residency with USCIS, and now that she has been a resident for more than five years, Duane Morris helped her apply to become a U.S. citizen. Now healthy with a steady job in area schools, Janet looks forward to traveling to Jamaica and meeting her two young grandchildren following the coronavirus pandemic.

## PANDEMIC SILVER LININGS

Since the outset of the COVID-19 pandemic, Duane Morris has held more than 22 virtual clinics on legal matters ranging from citizenship to nonimmigrant visas, humanitarian parole, pardons/expungements, estate planning and general civil legal intakes. With each

clinic, we learned more Zoom skills and honed our approach to volunteer training and virtual paperwork exchanges. We also learned the many benefits of virtual clinics, such as how attorneys may be located anywhere. This is a great bonus for a firm like Duane Morris with offices across the United States; colleagues can stay connected and do some good even during a pandemic. Attorneys on the

West Coast also started volunteering for East Coast clinics and logging pro bono hours in the calm before their billable clients started calling for the day. Similarly, East Coast attorneys joined West Coast clinics after business hours on the East Coast.

We also joined forces with our clients’ in-house counsel team members, pairing in-house attorneys with firm attorneys. The virtual environment made these corporate team projects much easier to plan, schedule and manage, particularly for larger corporations with attorneys in several jurisdictions.

Clients also were located in environments such as their living rooms or kitchens, which saved precious time and money on things like transportation and child care. We even have had clients call in to clinics while on breaks at work. Connecting with clients in their homes also alleviated the problem of necessary paperwork being left at home, which often happened at live clinics. Meeting clients’ kids, pets and other family members virtually was an extra bonus for volunteers.

While we definitely will go back to holding some in-person clinics, hopefully in the near future, there are so many positive benefits from virtual clinics that they are definitely here to stay.

In the past five years, Duane Morris attorneys have helped over 250 immigrants and families naturalize as U.S. citizens, many via virtual legal clinics, donating over 4,600 pro bono hours.

*“You don’t make progress by  
standing on the sidelines,  
whimpering and complaining.  
You make progress by  
implementing ideas.”*

**– SHIRLEY CHISHOLM**

# RIISING UP TO PROTECT CIVIL RIGHTS & ADVANCE CRIMINAL JUSTICE REFORM

## ADVOCATING FOR ASIAN AMERICAN PACIFIC ISLANDER (AAPI) WOMEN

In 2021, a team of Duane Morris litigators across the United States represented **Asian Americans Advancing Justice (AAJC)**, the **National Asian Pacific American Women's Forum** and 30-plus additional groups as amicus curiae before the Supreme Court of the United States in *Dobbs v. Jackson Women's Health Organization*, urging the Supreme Court to uphold women's constitutional right to pre-viability abortion. Highlighting the intersectional experiences of Asian America Pacific Islander (AAPI) women, the fastest growing racial group in the United States, particularly in Southern and rural areas, the brief illustrates the language,

immigration and economic barriers AAPI women already face when seeking to access their constitutional right to reproductive healthcare. Amici illustrated the disproportionate, undue impact an adverse ruling would have on AAPI and other communities of color's access to abortion and reproductive healthcare. Amici urged the Court to adopt an intersectional lens in considering the importance of achieving reproductive justice for AAPI women and all women by upholding a woman's right to choose.

In addition, a team of Duane Morris healthcare and appellate attorneys represented medical professionals across the commonwealth of Pennsylvania as amicus curiae before the Pennsylvania Supreme Court in



- > Asian America Pacific Islanders are the fastest-growing racial group in the United States and will constitute **14%** of population by 2065.
- > Black women are **3-4 times more likely** to die from pregnancy-related causes than white women.



*Allegheny Reproductive Health Center v. Pennsylvania Department of Human Services*, arguing that the commonwealth's prohibition on Medicaid funding of abortion violates the Equal Rights Amendment and equal protection provision of the Pennsylvania Constitution, and it prevents women from receiving critical medical care. Amici urge the court to permit petitioners third-party standing on behalf of their patients as their interests are directly aligned.

## CRIMINAL JUSTICE REFORM

### RESTORING REPUTATIONS FOR THE INNOCENT

On August 28, 1985, Felix Rodriguez and Russell Weinberger were sentenced for the murder of Dr. Clarence Langley. Neither man was, or is, guilty. Nevertheless, Rodriguez, a Puerto Rican immigrant who spoke little English, and Weinberger, a native Philadelphian with an IQ indicating mild intellectual disability, served 21 years in the Pennsylvania prison system. Their convictions were based solely on their false confessions. The only physical evidence collected at the scene of the murder were fingerprints, which excluded Weinberger, and presumably Rodriguez as well.

In 2001, the real perpetrators to Langley's murder—Anthony Sylvanus and Raymond Ortiz—confessed, and the commonwealth offered Rodriguez and Weinberger their immediate freedom in exchange for no-contest pleas to Langley's murder. The men, understandably, chose their immediate release.

For several years, a team of Duane Morris attorneys, in collaboration with the **Pennsylvania Innocence Project**, have represented Russell Weinberger, posthumously, and Felix Rodriguez in seeking an executive pardon based on actual innocence. The team also is working with the Philadelphia district attorney's Conviction Integrity Unit, which may have exculpatory DNA evidence, to clear our clients' names—relief that would allow Rodriguez to live the rest of his life as a fully free man and to seek benefits/opportunities currently closed off due to the lingering felony convictions. It also would give Elaine Weinberger and the rest of her late

husband's family peace knowing that their lost brother's name is finally clear.

### ADVANCES IN ARSON SCIENCE HELP UNCOVER THE TRUTH

In 1989, Joann Parks and her three children moved into a 528-square-foot converted two-car garage. One week after moving in, the home was destroyed by a fire, killing Parks' three children who were trapped inside. Three years later, Parks, then a young woman in her 20s, was convicted of setting multiple fires in her home and locking her children inside so that they were killed in the fire. Despite maintaining her innocence, she was sentenced to life.

Three decades later, Duane Morris attorneys represented the national **Innocence Network** and arson/burn scientists as amicus curiae before Court of Appeal of the State of California, arguing that advances in fire science conclusively demonstrate that the evidence on which Parks was convicted is unreliable and urging the court to grant Parks writ of habeas corpus.

At Parks' original trial, an expert testified that a flashover did not occur. (Flashover is a phenomenon where surfaces exposed to thermal radiation reach ignition temperature simultaneously and the fire spreads rapidly, aka where a fire in a room turns into a room on fire.) The state's expert argued that flashover was not possible because burn pattern analysis showed the fires were set in two locations. Additionally, the state expert reasoned based on the analytical theory of "negative corpus" that because they eliminated all possible causes of the fire, it must have been set by human hand, despite the fact that the television and VCR—possible causes—were destroyed by the fire and could not be examined.

Since then, arson science has advanced significantly. In an evidentiary trial based on Parks' habeas petition, prosecution experts acknowledged a flashover did occur and that, once flashover occurs, burn pattern analysis is rendered unreliable. Likewise, "negative corpus" has been discredited as a methodology for arson and rejected as unscientific. Thus, the state expert's trial court evidence was flawed and false. Nevertheless, the trial judge held such evidence was insufficient for Parks to be granted a new trial.

On appeal, Duane Morris and amici submitted a brief to the Court of Appeal, addressing advances in arson and fire science during the last three decades, such as flashover, negative corpus and more, illustrating how the flaws in the state's expert evidence materially impacted



the jury and led to a wrongful conviction. The team argued that upholding Parks' conviction on the basis of unreliable opinion testimony violated her right to due process. Ultimately, the Court of Appeal determined that Parks failed to establish that, at the time of trial, the state fire investigation science was so fundamentally unfair as to violate federal due process and denied her request for habeas relief. Fortunately, while Parks' petition was pending, California Governor Newsom commuted her sentence and she is now out of prison.

The **Innocence Network** is dedicated to providing pro bono legal and/or investigative services to prisoners for whom evidence discovered post-conviction can provide conclusive proof of innocence. The 67 current members of the network represent hundreds of prisoners with innocence claims in 49 states, the District of Columbia and Puerto Rico, as well as Australia, Argentina, Brazil, Canada, Ireland, Israel, Italy, the Netherlands, the United Kingdom and Taiwan.

### **SUPPORTING ACCESS TO JUSTICE FOR THOSE ON DEATH ROW**

Death row inmates face a one in three chance of being executed without having their case properly investigated by a competent attorney and without having any claims of innocence or unfairness presented or heard. In 2021, Duane Morris' London office teamed up with **Amicus-ALJ**—a fair trials organization providing pro bono representation and support to those facing the death penalty in the United States—to conduct research/monitoring of first-degree murder cases with the Florida Center for Capital Representation at Florida International University. Duane Morris attorneys also provide mitigation research and support to U.S.-based attorneys providing superior representation to defendants facing the death penalty. Acknowledging that the death penalty is disproportionately imposed on the most vulnerable in society, violating their right to due process and equal justice before the law, amicus and Duane Morris aim to provide better access to justice and to raise awareness of potential abuses of defendants' rights.

### **ADVOCATING FOR LEGAL REFORM ON BEHALF OF THE INTERNATIONAL CANNABIS BAR ASSOCIATION**

Since the federal Controlled Substances Act's (CSA) enactment in 1970—the federal law that criminalizes cannabis—the Drug Enforcement Agency (DEA) has rejected or denied 10 cannabis reclassification petitions

seeking to reschedule cannabis as a Schedule I drug. On average, the DEA has taken nine years to do so each time. Most recently, in July 2016, the DEA denied rescheduling petitions filed by an individual in 2009 and by the governors of Washington and Vermont in 2011, after six-and-a-half years of delay.

With these denials, the DEA established a classic Catch-22 situation: rescheduling denied time and again after long delays because the DEA claims there is a lack of research demonstrating the medical efficacy and safety of cannabis. But, because of the Schedule I status of cannabis, it is virtually impossible to undertake that research without violating the CSA. Presently, the federal government, through its various departments and agencies—including the DEA, Department of Health and Human Services and National Institutes of Health, Department of Commerce and U.S. Patent and Trademark Office—addresses medical cannabis in inconsistent and contradictory ways, with all departments but the DEA recognizing the efficacy of cannabis as a medical treatment.

Duane Morris appellate attorneys represented the **International Cannabis Bar Association (INCBA)**—a professional association of over 700 attorneys working to improve access to quality legal services for the cannabis industry and to facilitate the practice of law for attorneys serving patients and companies who serve them—in calling on the Supreme Court of the United States to grant certiorari in *Marvin Washington, et al. v. William P. Barr, et al.*, No. 20-148. INCBA supported petitioners in urging the Court to declare the CSA unconstitutional as to cannabis and to permanently enjoin the DEA from enforcing it as to the scheduling of cannabis as a Schedule I drug. Petitioners argued the CSA is





- > False or misleading science is a contributing factor in **24%** of the known wrongful convictions since 1989.
- > Flawed or inaccurate forensic science testimony contributed to approximately **63%** of DNA-based wrongful convictions.
- > **86%** of individuals exonerated by DNA evidence previously had their claims denied by appellate courts.
- > African Americans make up **42%** of the death row population, despite only making up around 14% of the U.S. population.



unconstitutional with regard to cannabis because it violates the Due Process Clause of the Fifth Amendment, an assortment of protections guaranteed by the First, Ninth and 10th Amendments, plus the fundamental liberty of the right to travel, the right to equal protection and the right to substantive due process. INCBA also illustrated how various state-compliant cannabis market participants could be harmed by the continued scheduling of cannabis as a Schedule I drug and the attendant legal uncertainties.

Unfortunately, the writ of certiorari was denied by the Court in October 2020, preventing potential consistent policy across federal agencies. INCBA and Duane Morris continue to advocate for the cannabis legalization, particularly for medical use. Duane Morris continues to work closely with Senators Chuck Schumer and Cory Booker on their federal legalization proposal.



# NICOLE ADDIMANDO: THE JUSTICE SYSTEM FAILED

A young mother of two and victim of years of extreme domestic abuse and torture, Nicole Addimando killed her abuser in self-defense after he threatened to kill her, and then she alerted the police that her abuser was dead. Despite having no prior criminal history, she was convicted of second-degree murder and sentenced to 19-years-to-life imprisonment after the court refused to apply the recently enacted New York Domestic Violence Survivors Justice Act (NYDVSJA), which permits courts to impose reduced alternative sentences for survivors regarding offenses related to their abuse and permits retroactive resentencing.

On appeal, Duane Morris attorneys supported **Sanctuary for Families** and other pro bono efforts to assist Addimando by drafting an amicus brief on behalf of the New York state legislator drafters of the NYDVSJA. Specifically discussing the legislative intent of the act and finding that Addimando met the requirements for a sentence reduction under the act—including a “detailed history of repeated sexual, physical and psychological abuse” by her abuser—Addimando’s sentence was reduced to a determinate



term of seven-and-a-half years to be followed by five years of post-release supervision. Addimando will be eligible for release in about three years and she will be able to help raise her young children.

Addimando’s attorneys continue to ask New York Governor Hochul to commute the remainder of Addimando’s sentence, and Duane Morris attorneys continue to work with the New York state legislator drafters of the act in supporting Addimando’s clemency application.

Duane Morris attorneys also continue to support additional appeals on behalf of survivors serving lengthy sentences after acting in self-defense against their abusive partner.



## ANTI-TRAFFICKING WORK

### RESTORING DIGNITY FOR A SURVIVOR

Our client was trafficked for six years by three different pimps. Her first trafficker lured her into the life as a young woman, promising riches and a singing career. Instead, he groomed her for the life, trafficking and sexually exploiting her for his commercial gain. As a result, she incurred multiple criminal convictions in three different states for crimes that were the direct result of her being trafficked. Eventually, our client became pregnant and had a son. A pimp kept trafficking her and she was arrested again, but this time was different. She had a son, and she did not want to lose custody of him. Following her arrest, she took her son and fled, never going back, not even to get their belongings.

In the over 10 years since she fled, our client has attended college, gotten married, become a step-mom and opened her own business with her husband. While our client's life is a success, her criminal convictions have limited her employment options and opportunities to volunteer at her children's schools.

In 2021, Duane Morris attorneys in multiple offices—in conjunction with **Freedom Network USA's Survivor Reentry Project**—helped our client petition to vacate her crimes as the survivor of sexual trafficking in California and Pennsylvania, with cases still pending in Nevada. Soon, we hope she will rise with only the sky as her limit as she pursues her passions and goals without being hampered by the trafficking of which she was a victim and for which she never should have been criminalized.

The **Survivor Reentry Project (SRP)** focuses on criminal-record relief for survivors of human trafficking by building sustainable post-conviction representation practices across the country. The project offers national training and technical assistance on vacatur, expungement, sealing and other criminal record remedies for trafficking survivors. During two months of every year, Duane Morris attorneys conduct SRP intakes nationwide and utilize the firm's national footprint to collaborate and help clients vacate convictions state-by-state across the country in each of Duane Morris' office jurisdictions.



- > **Commercial sexual exploitation or trafficking:** the recruitment, harboring, transportation, provision, obtaining, patronizing or soliciting of a person for the purpose of a commercial sex act which is induced by force, fraud or coercion, or in which the person induced to perform such an act has not attained 18 years of age.
- > In the U.S., **43 states** provide record-clearing relief for survivors of sexual trafficking; three states limit relief to individuals who were convicted as juveniles.
- > **32%** of Freedom Network USA's clients were trafficked before age 24; 50 percent of people trafficked internationally are juveniles. Approximately 200,000 children in the U.S. are at risk for sex trafficking annually.





## RISING UP TO SUPPORT COMMUNITY

### UPLIFTING GARDENS & ARTISTS

#### HELPING PRESERVE THE NORTH PHILLY PEACE PARK FOR FUTURE GENERATIONS

The North Philly Peace Park was founded in 2012 by residents of the Blumberg Housing Projects along with neighborhood residents, activists, designers, organizers and educators, who formed an ecological campus that sought to collectively solve many of the neighborhood's

critical issues. In 2015, the park was displaced by a Philadelphia Housing Authority (PHA) development, resulting in the Peace Park's move to a new location in 2017.

Following the move, Duane Morris real estate attorneys were engaged pro bono to represent the **Culture Trust of Greater Philadelphia** in the creation of the new North Philly Peace Park. Duane Morris negotiated with PHA to give the new property to our clients to build the park





and worked with community partners from the University of Pennsylvania School of Design, Diverse Design, Habitat for Humanity, Haverford College and Youth Build to build an off-grid facility to further complement the Peace Park's programs and serve as a proof of concept/ model for

equitable design practice. Attorneys worked as land-use lawyers, transactional lawyers, construction lawyers and more to secure approvals from the federal Department of Housing and Urban Development, Philadelphia Streets Department, Art Commission, Flood Zone Management and Board of Building Standards, in addition to the PHA.

The Peace Park's pavilion is designed in an Afro-futurist approach that merges and highlights continuities between ancient African architecture from countries of the western coast of the continent and modern African American architecture typologies. The building's green systems and structure complement and support the programs that occur outside seamlessly.

A popular charitable eco campus and passive park that provides free programs to the greater Philadelphia community, the Peace Park is a grassroots organization with a dedicated volunteer staff and membership base strongly rooted in surrounding neighborhoods.

## EMPOWERING EDUCATORS & ENTREPRENEURS

**Folds of Honor** provides educational scholarships to children and spouses of fallen and disabled service-members across the United States. A generational foundation dedicated to giving back to the families of our nation's heroes, Folds of Honor has granted more than 35,000 scholarships since 2007, with 6,500 of those coming in 2021-22 alone. Duane Morris provides organizational diversity and inclusion training to Folds of Honor as well as providing corporate advice and diversity and inclusion training to individual foundation chapters.

Studies show that 45 percent of high school graduates feel unprepared for post-secondary pathways, and 46 percent of families prefer post-secondary options other than four year colleges. **Schools That Can (STC)** collaborates with schools to build real-world education-to-employment learning pathways for middle school and high school students. In doing so, STC seeks to close the opportunity and skills gap by providing and facilitating a research-driven career readiness curriculum. After completing STC's Maker Program, the number of students who could see themselves as an engineer

or scientist grew from 16 percent to 77 percent. Duane Morris attorneys have represented STC for several years, negotiating commercial contracts, reviewing licensing agreements and assisting with corporate restructuring, amending corporate bylaws and providing employment advice.

Founded on the philosophy of healing by natural remedies that connect the mind and gut, rembuchu is a functional, tasty, bubbly kombucha beverage that combines probiotics and full-spectrum, water-soluble hemp extract for a unique wellness experience. An accessible, functional beverage for the health-conscious consumer and the nutrition newbie alike, rembuchu keeps consumers feeling balanced and energized every day. Duane Morris attorneys advised **rembuchu**, a woman-owned company, on terms and conditions for its website as well as nondisclosure agreements for packaging and distribution of their remedy kombucha.

Founded by female entrepreneur Zoe Berger, **Bespoke Business Services** offers bookkeeping services to CBD and cannabis businesses. Duane Morris corporate attorneys helped Berger set up a limited liability

corporation, draft template contracts and advised her on regulatory/legal risks in the cannabis industry.

### **FACILITATING PHOTOGRAPHIC EDUCATION WORLDWIDE: A LEGACY ENSURED**

The late Stanley Greene was an icon in France as well as the rest of Europe and Asia. While born in Brooklyn, his work is not yet very well known in the United States. He was one of the most influential human rights and war photographers of the last 50 years, and one of the very few influential Black photojournalists, recording the fall of the Berlin Wall, war and famine in Southern Sudan, Chechnya, Georgia, Iraq, Afghanistan and more. He also founded Noor Images, a significant photographer-owned agency in Amsterdam.

Following Greene's death, Duane Morris attorneys worked with his estate to donate Greene's photographs to the French Ministry of Culture through the **Stanley Greene Foundation**, a United States foundation formed pro bono by Duane Morris attorneys. Greene's photographs will be indexed and used for education worldwide, including exhibitions in France and elsewhere in Europe.







The foundation will retain all rights to produce prints of Greene's work, raising funds to support arts education for underserved youths.

### COLLEGE STUDENTS CREATE APP DISCOVERING UNDERGROUND SOUND

**Underground Sound's** mission is to create a platform that better assists artists in receiving organic exposure. Along with free streaming and unlimited uploading capabilities, artists may receive feedback on their music from fellow artists as well as listeners. Created by two young student musicians, Underground Sound was profiled in Yahoo Finance as an app "built specifically for discovering new music, making it the perfect app for up-and-coming artists to authentically grow their network and build a sustainable career." A team of Duane Morris intellectual property attorneys assisted the founders of

Underground Sound in seeking U.S. patents for the app, drafting terms of service, copyrights and privacy policy agreements.

### EMPOWERING AND FACILITATING REFUGEES VIA FILM AND OTHER MEDIA

**FilmAid**, an international media nonprofit, harnesses the power of film to educate, inspire and empower refugees and other vulnerable communities around the world. FilmAid's unique training courses provide ambitious young people with the skills and confidence they need to tell their own stories and advocate for their own communities. In 2020, FilmAid was acquired by **Internews**, an international media support nonprofit. Duane Morris corporate and intellectual property attorneys assisted FilmAid in dissolving it as an entity in New York as well as transferring all of its assets, including name, logo and brands, to Internews, thus allowing FilmAid to continue its mission and storytelling on an even larger stage.

*"[T]he inseparable twin  
of racial injustice is  
economic injustice."*

**– REV. DR. MARTIN  
LUTHER KING, JR.**

# BUILDING A VOLUNTEER INTERPRETER BANK

Often taken for granted, communicating with a client in their chosen, best language is critical to providing superior representation, particularly on issues involving trauma, violence and loss of human rights. With a global pro bono practice involving considerable immigration work, finding volunteer or low-cost interpreters is a daily challenge, especially when it comes to rare or indigenous languages such as Maam or increasingly common languages such as Haitian Creole or various Asian dialects. Even Spanish, readily spoken in American daily life, can be hard to secure when you have hundreds of Spanish speaking pro bono clients. Two years ago, Duane Morris began building a volunteer interpreter bank with the goal of volunteer interpreters generally available on any given day to assist pro bono attorneys with simple tasks, calls or emails in their cases, along with a dedicated stable of volunteer interpreters ready to assist on larger translations, client interviews, hearings

> 500+ pro bono interpreter hours  
> 20+ volunteer interpreters

and more, particularly in sensitive representations that would benefit from having one consistent interpreter throughout the representation. Built to serve our clients' and attorneys' needs, an added benefit of the interpreter bank is skill-based volunteer opportunities for nonattorneys, who want to make a cognizable difference in their communities. Two years and one pandemic later, during which interpreters have been in high demand, we have an indispensable volunteer interpreter bank made up of attorneys and staff within Duane Morris, friends and family of the firm, in-house employees at corporate clients, former pro bono clients who want to give back, undergraduate and law student interns and more. Nearly every Duane Morris office has volunteer interpreters who assist pro bono clients across the United States and internationally. The interpreter banks are as diverse and rich as the pro bono program it serves, and the firm is immensely grateful to the volunteers for their invaluable service.

## DUANE MORRIS ALUMNI SPOTLIGHT

### A THIRD ACT: FROM BIG LAW IN TIMES SQUARE TO HOUSING ADVOCATE AT LEGAL AID

Larry Fox was a trial partner in Duane Morris' New York office from September 2015 through December 2019, following long stints as a commercial litigator at two other New York firms. After intensive involvement in Duane Morris' Pro Bono Program, Fox joined the Bronx office of the Legal Aid Society in February 2020. As a staff attorney in the housing practice, Fox represents low-income tenants, mostly seniors, in eviction and repairs cases in Bronx Housing Court and counsels low-income tenants generally on landlord/tenant and related benefits issues.

#### Tell us, how did your pro bono experience lead to a career change?

In 2018, my then-client, Mount Sinai Health System, was expanding its medical-legal partnership for low-income patients at its hospitals and asked Duane Morris to start a legal clinic at Mount Sinai's hospital in Astoria, Queens.

With the firm's support, we started a weekly clinic and, with substantive help from Kat McGee and full-time public interest lawyers, I began handling and overseeing cases in housing, public benefits, immigration and guardianships. I loved the work and began thinking about doing it full-time as the final chapter of my career. I channeled my energy and new public interest contacts into applying for a staff attorney job at the Legal Aid Society. It has been a fantastic experience despite the pandemic, and I am deeply grateful to the firm and Pro Bono Program for the opportunities that led to this fulfilling late-career change. It never would have happened without their support.

#### Why focus on landlord/tenant and housing law?

Decent, stable housing is fundamental to human security and key to maintaining important aspects of life: employment, family relationships, medical care, mental health, education, community ties and others. Eviction and its consequences are traumatic and debilitating for





individuals and families. So, I thought eviction prevention would be an area in which I could be of real use. Also, with the advent of a right-to-counsel in Housing Court in New York, housing is where the most funding and jobs are at present. Because housing practice involves court-based litigation, it allows me to apply skills and instincts I developed over my career as a commercial litigator. Low-income housing practice often also requires assisting clients in accessing public benefits and may involve matters of family law, domestic violence, elder abuse, immigration, guardianships and other areas that interest me.

**Describe the experience of changing careers during the pandemic.**

It has been very interesting, refreshing and also humbling to start over in an entirely new area of law and practice. And it has been gratifying to feel that I now represent people who badly need an advocate. Because of the partial eviction moratoria and other protections in place since the beginning of the pandemic, the threat of eviction and the attendant stresses of tenant-side housing practice have been muted during this time. Our office has been closed and the Housing Court has been

operating with virtual appearances for almost the entire time I have been at Legal Aid. I very much enjoyed my many years in private practice, including my time at Duane Morris, and I miss some of its pleasures and challenges. But, being a front-line tenant advocate is fun and satisfying in a different way, and I am delighted to be finishing off my career at Legal Aid.

**What would you say to other attorneys about incorporating access to justice/pro bono into their careers?**

Duane Morris' superb Pro Bono Program offers a wide variety of opportunities to suit any interest or schedule. For younger attorneys, pro bono is a chance to have more client contact and take on more responsibility than would otherwise be available. For more senior attorneys, it is a chance to have a different kind of professional experience and do some public good with their talents. An important aspect of my work now is to have normalizing interactions with low-income people and communities of color that were not part of my private practice. Pro bono provides opportunities for these kinds of valuable contacts and relationships.

# AROUND DUANE MORRIS: PARALEGALS AND STAFF DO PRO BONO

Over 150 Duane Morris paralegals performed nearly 10,000 pro bono hours in the last five years in matters ranging from disability benefits to identity documents, U.S. citizenship applications, tangled titles and deed transfers, humanitarian parole applications and more.



## CAROL JACOBY

(Philadelphia) is always willing to lend a helping hand, whether it be on real estate and tangled titles matters or immigration, veterans' benefits, Social Security disability appeals and more. Recently, Jacoby teamed up with

the Transgender Legal Defense & Education Fund to help a few individuals legally change their names. An important step in affirming identity and assuring security, Jacoby's work has helped provide a hope-filled future complete with a new job for one client. Our client now will enjoy having her legal name match her identity the rest of her life, and it is all thanks to Jacoby.



**GAIL BAYLEY** (San Diego) jumped at the opportunity to help a client request a pardon in Pennsylvania. She was one of our first volunteers on pardon cases, and her work helped streamline the pro bono program's virtual pardon clinics. With a

single conviction occurring more than 15 years ago, Bayley's client's criminal record made it hard for him to secure steady employment. Bayley helped draft an application seeking a pardon from the Pennsylvania Board of Pardons, in hopes the mistakes of his youth, for which he has served his sentence, may be erased so he may more easily provide for his family.



## WALTER COOKS

(Philadelphia) has been the go-to resource for all things immigration pro bono since he joined the firm in 2009. Cooks has assisted on over 115 pro bono immigration matters, including helping clients with applications

for naturalization, assisting with Violence Against Women Act self-petitions, U visas and T visas, family petitions and DACA applications, asylum applications and removal defense matters.



Pro bono first timer **JOSEPH LAGALANTE** (New York) volunteered to assist a **Mount Sinai Medical Legal Partnership**

patient/client with an unusual legal predicament: Our client, at age 65, learned that her known father was not actually her

biological father and she was unable to prove her identity with the name she had used her entire life. With very little proof of our client's birth identity, Lagalante ventured into uncharted territory, performed research and knocked on what seemed like every possible door in New York City until he obtained a birth certificate for the client. He then agreed to assist with the client's name change so that she could legally benefit, for the first time in her life, from the identity she always knew as hers. Fast forward to present, Lagalante is quickly becoming the pro bono birth certificate maven.



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American Civil Liberties Union of Pennsylvania	Homeless Advocacy Project	Newark Reentry Project
American Immigration Council	Immigration Equality	Nido de Esperanza
American Immigration Lawyers Association	Immigration Justice Campaign	Pennsylvania Innocence Project
Atlanta Volunteer Lawyers Foundation	Innocence Network	Public Counsel
Casa Cornelia Law Center	Innocence Project of Southern California	Philadelphia Volunteer Lawyers for the Arts / PA Patent
Center for Reproductive Rights	International Refugee Assistance Project	Philadelphia Volunteers for the Indigent Program
City Bar Justice Center of the New York City Bar Association	Juvenile Law Center	Pro Bono Partnership of Atlanta
Community Legal Services	Kids in Need of Defense	San Diego Volunteer Lawyer Program
Congreso de Latinos Unidos	Lawyers Alliance for New York	SeniorLAW Center
Consumer Bankruptcy Assistance Project	Lawyers' Committee for Civil Rights Under Law	Start Small Think Big
Dade Legal Aid: Put Something Back	Lawyers' Committee for Civil Rights Under Law of the San Francisco Bay Area	Support Center for Child Advocates
D.C. Bar Pro Bono Program	Legal Aid of Marin	Texas CBAR
Freedom Network USA	Legal Aid Society of San Diego	The Law Society of Singapore
Georgia Lawyers for the Arts	Legal Aid Society of San Mateo County	The Legal Aid Society of New York City
Georgia PATENTS	Maryland Volunteer Lawyers Service	The Veterans Consortium Pro Bono Program
Good Shepherd Mediation Program	Mount Sinai Medical Legal Partnership	TrustLaw
Greater Boston Legal Services	Neighborhood Legal Services Program	Veteran Advocacy Project
Harvard Veterans Law Clinic	Northern California Innocence Project	Volunteer Lawyers for Justice
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