



SOCIAL IMPACT

REPORT 2022

MAKING AN IMPACT, DUANE MORRIS STYLE

As the NASA DART spacecraft slammed into the asteroid Dimorphos, people watched with amazement. **Three, two, one, impact!** The NASA control room erupted into joyous applause, celebrating the collision, not yet knowing whether that impact would change the asteroid's position. It took another two weeks before we knew for sure that the force of the collision moved Dimorphos into a new orbit. The full effects of the project, including the new technologies and processes developed as well as the confidence engendered that we humans can mount an interplanetary defense to a dangerous asteroid, will take years to know and understand, not to mention the many visible and invisible ripple effects that are still reverberating here on earth and in space.

However, we are not astrophysicists or NASA engineers and we have not moved an asteroid off of its orbit this year, but we like to think we are making an impact—Duane Morris style. Through our pro bono and community work, we have made meaningful contact with hundreds of amazing and resilient people, nonprofit organizations, social justice entrepreneurs and legal services organizations. Employing the United Nations' sustainable development goals as one guide, we highlight some of our efforts such as helping individuals retain housing and avoid homelessness. We have helped veterans restore and obtain VA benefits. We have helped immigrants gain legal status and reunite with family members. We have helped nonprofits to incorporate, protect their IP, buy buildings, develop diversity, equity and inclusion programs, solve business problems and recruit executive directors. We have raised and donated funds, served on boards, ran, walked, biked and given

blood to support our communities. While most of the many ripple effects of our work are hard to measure, some are easy to see. In our report, you will learn how The Food Trust is expanding its network of partners through affiliation agreements negotiated by Duane Morris attorneys. You will see how Sail to Shelter is developing novel, portable, refugee housing materials from used sailboat sails. You will be inspired by our clients and their unique, community-based projects, and you will meet the inaugural Comcast-Duane Morris equal justice works fellow, who is working on criminal justice reform in Philadelphia.

The NASA DART project shows how the word *impact* is both a noun and a verb. When the spacecraft impacted the asteroid, it caused long-term impacts, some that were visible in two weeks, but others that may not be visible for generations to come. We like to think that our pro bono and community work operates on both these levels. Sometimes our impact is immediate, real and life-altering—helping a domestic violence survivor secure a restraining order against their abuser. Other times the impact of our work may not be known for years—filing a patent application for an entrepreneur-inventor. The common denominator in both cases is a Duane Morris attorney doing what we do best—using our legal skills to help clients solve problems. We hope you enjoy learning about our work in our 2022 Social Impact Report as much as we have enjoyed doing it.



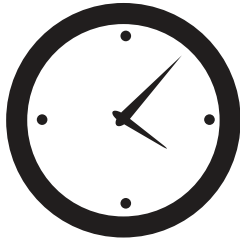
Matthew A. Taylor
Chairman and CEO



“Through our pro bono and community work, we have made meaningful contact with hundreds of amazing and resilient people, nonprofit organizations, social justice entrepreneurs and legal services organizations.”

MATTHEW A. TAYLOR
Chairman and CEO

PRO BONO STATS YEAR IN REVIEW



OVER 33,000 HOURS

donated to pro bono service firmwide during the past year and more than 400,000 hours donated over the past 15 years



66 PRO BONO CLINICS
and **20 CLES**

in collaboration with corporate clients' in-house legal departments



8,300 HOURS

representing **650+** nonprofits and microentrepreneurs/inventors in corporate governance, tax, intellectual property and other transactional matters



30+ VETERANS

applying for service-related disability benefits or military discharge upgrades



2,300 HOURS representing **70+** individuals with criminal convictions seeking to prove their innocence, petition for a pardon or expunge a low-level criminal record



7,400 HOURS representing **500+ IMMIGRANTS** seeking safety and lawful status in the United States

DUANE MORRIS PRO BONO AWARDS

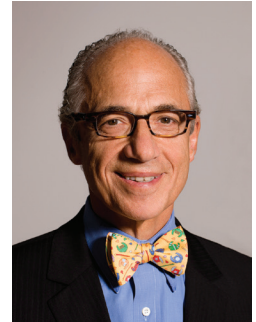
2022 DUANE MORRIS PRO BONO LEADERSHIP AWARD

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.

RICHARD JAFFE (Philadelphia) was recognized for his long-term commitment to pro bono work, particularly his work with The Food Trust. One in six Americans experience food insecurity. Over the past two years, Richard has worked to combat hunger by leading a cross-office/cross-practice-group team of attorneys assisting The Food Trust to:

- Negotiate agreements with community stakeholders to make fresh produce affordable for shoppers paying with SNAP food stamps;
- Negotiate an agreement with a produce prescription provider for digital produce prescriptions redeemable at Save-A-Lot stores in partnership with the American Heart Association and community nonprofits;
- Develop agreements with local artists and store owners to paint murals on their facades;
- Secure The Food Trust's trademark and advise on branding issues; and
- Develop COVID-19 policies, revise bylaws and other corporate/volunteer governance documents and lead Board 101 training.

Richard's pro bono assistance allowed The Food Trust to focus their efforts on their holistic approach to ensuring delicious, nutritious food for all.



“ The work that we do with Duane Morris give us the ability to be creative and thoughtful, and think outside of the box ... we are able to do that because of the support that we get through the legal work of Duane Morris. What I find unique about our relationship with them is the timeliness of the feedback and the access to the breadth of technical expertise that we get across the law firm, in what sometimes to me feels like a real-time situation. The attention and the quality of work that we get—that is a game changer for a nonprofit such as The Food Trust. ”

MARK EDWARDS

President and CEO, The Food Trust

2022 DUANE MORRIS PRO BONO AWARD

The Duane Morris Pro Bono Award honors the outstanding service of an attorney or group that exemplifies Duane Morris' commitment to pro bono service and has made a significant impact on an individual or community.

JOSHUA LONG (Houston) was honored for his work representing an Army, Vietnam War, combat veteran in upgrading his military discharge from other than honorable to honorable conditions (general) before the Department of Defense.

- One in three Vietnam veterans live with post-traumatic stress disorder (PTSD), yet PTSD was not recognized as an illness until 1980.
- Approximately 260,000 Vietnam veterans received “bad paper” or less than fully honorable discharges for “bad conduct” that today would be recognized as PTSD.
- Before 2015, veterans had a 4 percent rate of success in petitioning to upgrade their military discharges, even with an attorney. Today it is better, at around 67 percent.

Josh's client suffered PTSD, hearing loss, dry rot, anxiety and exposure to Agent Orange. As a result of the trauma he experienced, he went AWOL 15 days before his tour ended; he was 20 years old. The client received a bad-paper discharge, barring him from various federal disability and medical benefits. Decades later, after accessing mental and physical treatment, our client is doing well. Josh took on his case in 2015, advocating that the client's actions were due to PTSD and his discharge should be upgraded in equity to honorable conditions (general).



2022 PHILADELPHIA BAR FOUNDATION PRO BONO AWARD



Honoring outstanding volunteer efforts in providing legal services to those in need, demonstrated commitment to the development of pro bono legal services, and contributions to innovative approaches to the delivery of legal services, Duane Morris received the **PHILADELPHIA BAR FOUNDATION'S 2022 PRO BONO AWARD** in recognition of its Afghan response efforts following the fall of Kabul in 2021, in addition to years of pro bono support for Philadelphia-based nonprofits such as The Food Trust, Lutheran Settlement House and the Women's Law Project.



“ So many issues come up in a nonprofit like ours, whether it is a pressing issue for a client or a new path for the agency that seems to be filled with both opportunity and peril. What would happen if we did not have access to the pro bono resources at Duane Morris? We could not afford to pay for all of the legal consultations we have brought to Duane Morris. As a result, our clients would not get the kind of legal guidance that helps them make the best decisions for their lives. They would be more fearful, and they would be vulnerable to people taking advantage of them. And for the agency, our fear of the unknown would make us more hesitant to pursue new opportunities. We would not be able to serve our clients or community as well, and we would stunt our ability to grow. Our relationship with Duane Morris' pro bono attorneys has been transformative for our agency. Each attorney has been generous with their time and expertise and a delight to work with. And each has contributed to helping our clients live self-directed, dignified lives.”

DAVID CHILES

*Executive Director, Lutheran Settlement House,
Writing in Support of the 2022 Philadelphia Bar Foundation Pro Bono Award*

2022 VETERAN ADVOCACY PROJECT SERVICE AWARD

The **VETERAN ADVOCACY PROJECT (VAP)** honored **MICHAEL GROHMAN** and Duane Morris in celebration of the firm's dedication to assisting veterans in gaining vital, life-changing benefits. VAP provides free legal services to low-income veterans, with a focus on those living with post-traumatic stress, traumatic brain injury, substance use disorders and mental illness. Duane Morris attorneys began volunteering with VAP several years ago when it was a small project at another legal aid organization. Over the years, the firm's corporate attorneys helped VAP spin off, creating an independent legal aid, and Michael serves on VAP's board of directors. In addition, attorneys and staff aided several veterans with military discharge upgrade and service-connected disability benefits applications.





ENDING POVERTY ONE CLIENT AT A TIME

GOALS BY 2030

- Eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Ensure access for all to adequate, safe and affordable housing and basic services



More than **4 YEARS** of progress against poverty was erased by the COVID-19 pandemic.

70% of the **1.3 BILLION** people living in poverty worldwide are women.

87% of landlords in Philadelphia have access to an attorney, but only **16%** of renters do.

1.5 MILLION veterans live below the federal poverty level, or \$12,880 for one person annually.

75 MILLION to **95 MILLION** additional people lived in extreme poverty in 2022 compared with pre-pandemic projections.

HOUSING IS A BASIC HUMAN RIGHT

To avoid evictions and promote housing stability, Duane Morris pro bono attorneys mediated over 150 eviction cases in 2022 through the **PHILADELPHIA EVICTION DIVERSION PROGRAM**. Created amidst the COVID-19 pandemic and now required by city ordinance, the program aims to prevent evictions and avoid court filings by requiring landlords and tenants to mediate the dispute in good faith before filing an eviction complaint. Through the program, Duane Morris retired partner **TERESA CAVENAGH** has mediated landlord-tenant disputes nearly every Thursday since the beginning of the COVID-19 pandemic.

Additional Duane Morris attorneys represented tenants in Florida, New York and Pennsylvania, donating over 1,000 hours.

“ The sacrifices made by veterans and their willingness to fight in defense of our nation merit our deep respect and praise — and to the best in benefits and medical care. ”

SUE KELLY

Former U.S. Representative

LEAVING NO WOMAN BEHIND

Our client, a female officer, served honorably in the United States Army from 1995 to 2002, including assisting with rescue and recovery efforts at the Pentagon following the September 11, 2001, terrorist attacks. Afterwards, our client began experiencing symptoms of post-traumatic stress disorder and major depression disorder. Additionally, in 2006, our client was sexually assaulted by an Army co-worker, and as a result, became pregnant.

Duane Morris attorneys met the veteran at a Women Veterans Legal Assistance Program clinic—a special clinic housed in the D.C. VA Medical Center’s Women’s Clinic and staffed entirely by female attorneys for female veterans. As a result of her illnesses and injuries, our client was granted Department of Veterans Affairs service-connected disability benefits in 2010 with a combined disability rating of 70 percent. She tried to increase her rating to 100 percent *pro se*, given her extensive trauma, but her case kept getting tossed around for further development because the VA failed its statutory duty to assist the client in obtaining her relevant military and medical records. *Nearly ten years later*, in 2020, the VA summarily concluded they exhausted all efforts to locate the missing records and denied the client’s appeal.

Duane Morris attorneys stepped in, successfully appealing the client’s case to the United States Court of Appeals for Veteran Claims, arguing the records in evidence more than established the veteran’s eligibility for a combined rating at

100 percent, and advocating that the VA failed in its duty to assist the veteran. In February 2022, the court vacated the board’s decision and remanded the matter to the VA regional office again, where the Duane Morris team continues to advocate for the veteran’s entitlement to a 100 percent rating, among other benefits. If granted, our client will receive an additional \$20,000 annually in disability benefits, not to mention back benefits she is entitled to from 2011 to 2022. This increase in benefits—in recognition of the mental ailments she sustained as a result of her service—would create a life-changing standard of living for our client, who lives on a limited income.

TRANSFORMING RETIRED SAILS FOR HUMANITARIAN AID

Constructed with highly technical materials made from Kevlar and carbon fiber, Grand Prix elite racing sails are meticulously tuned pieces of specialized equipment. Some sails take up as many square meters as a soccer field. Nevertheless, the sails have short lives because of the level of competition and, until now, they often ended up in landfills with no obvious and easy reuse options that would maximize their scale and durability. Enter Duane Morris’ pro bono client **SAIL TO SHELTER**, which was founded by **ANGELA ABSHIER** amidst the COVID-19 pandemic to create a global circular economy for retired Grand Prix and elite racing sails. With a background in intellectual property law and determined to give elite sails a meaningful second life, Angela sought to transform racing sails into tents for people experiencing homelessness in Los Angeles. What started as a backpack that could convert into a tent quickly was innovated for refugee camps and community centers, custom-made for each situation. Sails are donated and registered through a global network of lofts, manufacturers and yacht clubs, and Sail to Shelter transforms the sails into shade and shelter for humanitarian aid organizations around the world. Duane Morris special counsel **LISA MERRILL** leads a team advising Sail to Shelter on incorporation in the state of California, applying for tax-exempt status as applicable, and related governance and formation matters.





ON THE PATH TO ZERO HUNGER

GOALS BY 2030

- *End hunger and ensure access by all people – in particular the poor and people in vulnerable situations, including infants – to safe, nutritious and sufficient food all year-round*



Between **720 MILLION** and **811 MILLION** people worldwide suffer from hunger.

Over **30%** of the world population – a staggering **2.4 BILLION** people – are moderately or severely food-insecure, lacking regular access to adequate food.

Women eat last and least in hungry countries and families; **60%** of all undernourished people in the world are women and girls.

Poor diet is the leading risk factor for death in the United States. To find a sustainable, long-term solution that empowers communities not just to survive but thrive, Duane Morris pro bono client **THE FOOD TRUST** works at the intersection of hunger and health: nutrition security. For several years, a cross-practice group of attorneys, led by corporate partner **RICHARD JAFFE**, have provided critical legal support to The Food Trust in numerous ways, including negotiating agreements and memoranda of understanding with community stakeholders, such as Children's Hospital of Philadelphia and Pittsburgh Medical Center, to increase access to Food Bucks, which makes fresh produce more affordable for shoppers paying with SNAP, supports local farmers/small businesses and increases demand for fresh produce in historically under-resourced neighborhoods. Other firm attorneys developed agreements with local artists and store owners to paint murals on their facades, including a mural with Camden Lutheran Housing on three stores in Camden, New Jersey. Intellectual property attorneys likewise secured The Food Trust's trademark and advised on various branding issues, and employment lawyers advised on COVID-19 policies, corporate governance documents and record storage/destruction issues.

SHARE FOOD PROGRAM is a Philadelphia-based nonprofit organization that purchases, collects, stores,

“ In a world where one-third of all edible food never makes it to the mouths of the hungry, we all have an individual moral responsibility to do our part. ”

MADELEINE ALBRIGHT

Former U.S. Secretary of State

packages and distributes food sourced from government entities, supermarkets, wholesalers, restaurants, farms and food drives. The food (more than 33 million meals in 2022 alone!) is distributed to individuals, families and food pantries, benefiting hundreds of thousands of people—more than 50 percent of whom are children, seniors or people with disabilities. Real estate associate **NIJGIA SNAPP**, supervised by real estate partner **DAVID HAAS**, assisted Share Food Program pro bono in purchasing a warehouse in suburban Philadelphia to expand their operations across the Delaware Valley.

Duane Morris Philadelphia attorneys and staff teamed up with former Councilwoman Helen Gym to collect and donate food for over 400 families as part of Kensington Health Science Academy's annual Friendsgiving. The event occurs on report card delivery day, encouraging parents to visit the school, meet with their children's teachers, and receive a turkey and other food supplies for Thanksgiving.





HEALTHY LIVES AND WELL-BEING

GOALS BY 2030

- Ensure healthy lives and promote well-being for everyone at all ages
- Ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual and other types of exploitation



More than **1** in **4** women are subjected to intimate partner violence at least once in their lifetime.

1 in **3** families in the U.S. lack a sufficient supply of diapers to keep their infant or child clean, dry and healthy.

Black women in the U.S. are **THREE TIMES** as likely to die from pregnancy-related causes as white women.

ASIAN AMERICAN PACIFIC ISLANDER WOMEN'S HEALTH HIGHLIGHTED

A cross-office, cross-practice group of attorneys led by **CYNDIE CHANG**, managing partner of the Los Angeles office, and **ROBERT PALUMBOS**, chair of the firm's Appellate Practice Group, represented Asian Americans Advancing Justice, the National Asian Pacific American Women's Forum and more than 30 additional groups as amici curiae group in *Dobbs v. Jackson Women's Health Organization* before the U.S. Supreme Court. Duane Morris highlighted the intersectional experiences of Asian American Pacific Islander (AAPI) women, the fastest growing racial group in the United States, particularly in Southern and rural areas, and illustrated the language, immigration and economic barriers AAPI women will face should their access to reproductive healthcare be curtailed.

A team of Duane Morris healthcare and appellate attorneys led by **ERIN DUFFY**, vice chair of the firm's Health Law Practice Group, also represented medical professionals across the commonwealth of Pennsylvania pro bono as amicus curiae before the Pennsylvania Supreme Court in *Allegheny Reproductive Health Center v. Pennsylvania Department of Human Services*. Brought by the Women's Law Project on behalf of reproductive healthcare providers in Pennsylvania, the suit challenges the commonwealth's prohibition on Medicaid funding of abortion as violating the Equal Rights Amendment and equal protection provisions of the Pennsylvania Constitution, and preventing women from receiving critical medical care. Duane Morris urged the court to permit petitioner medical providers' third-party standing on behalf of their patients as their interests are directly aligned. The state Supreme Court heard oral argument in October 2022 and a decision is pending.

MOBILIZING TO COMBAT DIAPER NEED

The global COVID-19 pandemic shed light on diaper need with the great baby diaper shortage of 2021 and formula shortage of 2022, coupled with increased costs to all consumers. However, what about the ongoing shortage experienced by low-income

“ Despite one in three families suffering from diaper need, in some respects, it continues to be an unfamiliar problem. A single mom without diapers cannot work because her child cannot go to day care; families must choose between diapers and food. And worse, diapers—as well as period supplies—are not covered by WIC or SNAP [food stamp] federal assistance programs. MHM was founded with a few moms distributing items directly to a hundred or so families out of a Hoboken garage. Today, MHM has over 80 partner agencies, helps over 100,000 people a year and annually distributes more than 600,000 diapers, in addition to period products, books, car seats and other baby essentials. ”

MICHAEL FUTTERMAN

Partner, Duane Morris, and Board Member, MHM

families on a daily and yearly basis—a problem that existed long before the pandemic? An infant will use between 10-12 diapers a day, with the average cost running \$30 to \$50 for a pack of 100 diapers. This equates to \$75 or more for one month's supply of diapers for one baby. Enter **MOMS HELPING MOMS (MHM) FOUNDATION**, which serves as a diaper and baby supply bank, collecting and distributing essential items to low-income families across New Jersey so they may give their children a safe, happy and healthy start. Over the past two years, Duane Morris attorney **GRACE SUR** advised MHM on various corporate structure opportunities, and Duane Morris partner **MICHAEL FUTTERMAN** serves on MHM's board.





HOSPITAL PATIENTS PERFORM ADVANCED PLANNING

At the request of **CHRISTIANACARE** and **MOUNT SINAI MEDICAL LEGAL PARTNERSHIP**, Duane Morris led several pro bono legal clinics, helping low income patients with various legal needs. Led by partners **JOCELYN M. BOROWSKY** and **PIERRE BONNEFIL**, over two dozen Duane Morris attorneys across the country assisted clients to draft wills and establish powers of attorney and advance healthcare directives.

DOMESTIC VIOLENCE SURVIVORS FIND PEACE AND STABILITY WITH LEGAL IMMIGRATION STATUSES

For nearly 15 years, the firm has represented vulnerable, immigrant survivors of intimate personal violence in Violence Against Women Act self-petitions for lawful permanent

residency, U and T nonimmigrant visas for victims of violent crimes and trafficking (respectively) and special immigrant juvenile status cases. In 2016, when HIAS Pennsylvania lost its funding to aid survivors of intimate partner violence who were not also survivors of sexual assault, creating a gap in legal services, Duane Morris teamed up with Congreso de Latinos Unidos and HIAS PA to hold monthly legal clinics providing brief advice and full representation to survivors stabilizing their immigration statuses. The firm leads similar clinics in New York and assists in such matters in San Diego, San Francisco and other cities.

Since 2012, Duane Morris has **donated nearly 5,000 hours** to helping **more than 65 survivors** stabilize their immigration statuses, not to mention all the children, grandchildren, siblings, etc. that were impacted by the violence and had a chance to stabilize their familial and immigration statuses through the representation provided to survivors.

In one case, associate **ELISABETH BASSANI** successfully represented a domestic violence survivor and her 7-year-old daughter in their Violence Against Women Act self-petitions before United States Citizenship and Immigration Services to obtain lawful permanent residency (*i.e.*, green cards). Originally from the Dominican Republic, the client came to the U.S. to live with her husband, a U.S. citizen. However, upon her arrival she was verbally and physically abused for months, forced to work without remuneration and had her finances and movements controlled by her husband. In August 2018, after a particularly abusive altercation, the client escaped and sought police protection. She was granted a protection from abuse order, and with Elisabeth's help, obtained her residency in 2022. The client and daughter will be eligible for U.S. citizenship in three years.

STRIDES FOR IMPACT

Duane Morris attorneys and staff raised funds for the **MAKING STRIDES AGAINST BREAST CANCER (AMERICAN CANCER SOCIETY)** race and the **OUT OF THE DARKNESS COMMUNITY WALK**. The Making Strides movement raises lifesaving funds to support breast cancer patients, survivors, thrivers and caregivers with digital offerings available to anyone across the nation, including one-on-one breast cancer patient support services and video chat in addition to a 24/7 helpline.

The Out of the Darkness Community Walk unites communities and provides opportunities to acknowledge the ways suicide and mental health conditions affect our lives and the lives of loved ones.





EDUCATION IS KEY TO A BRIGHTER FUTURE

GOALS BY 2030

- *Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all*
- *Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations*
- *Ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy*



Approximately **90%** of Americans over 25 earned a high school diploma, yet **ONLY 34%** obtained a bachelor's degree.

Globally, **129 MILLION** girls are out of school, including 32 million out of primary school and over 90 million out of secondary school.

In countries affected by conflict, girls are **MORE THAN TWICE** as likely to be out of school than girls living in nonaffected countries.

EMPOWERING THE NEXT GENERATION OF GLOBAL LEADERS

EDUCATION FOR SHARING (E4S) forms better global citizens through innovative education based on the power of play. Through sports, science and art programs reinforcing civic values, gender equality and the United Nations' sustainable development goals, students are prepared to thrive in the 21st century as global change-makers. Duane Morris attorneys helped E4S incorporate in Washington, D.C., and acquire authorization to transact business in New York. Attorneys continue to assist E4S with various corporate governance and transactional matters.



The **NEW JERSEY LAW AND EDUCATION EMPOWERMENT PROJECT (LEEP)** empowers Newark area youth to perform at high academic levels by building academic and social-emotional skills, creating opportunities to develop the habits for success and ensuring students have exposure to the professionalism needed in college and beyond. Duane Morris held its first annual LEEP "week on the job," hosting six LEEP sophomores to spend one week with the firm and learn about a career in the law. LEEP students participated in a mock trial and seminars on First Amendment, criminal and employment law as well as a visit with judges on the U.S. District Court for the District of New Jersey.

SUPERHERO ATTORNEYS TO THE RESCUE!

COMICBOOKS FOR KIDS! (CB4K) provides child-friendly comic books, coloring books, children's books, plush and other pop culture items to children in over 200 hospitals and cancer centers. After incorporating CB4K in Illinois and with assistance from Duane Morris of counsel **LARRY DAVIDSON** and paralegal **LISA MCDOWELL**, partners **MARK COMTOIS** and **ANDREA AUGUSTINE** represented CB4K in trademark and copyright matters in the U.S. In 2022, **JOHN BENJAMIN** and **SUE LAWS** helped CB4K shoot across the pond, forming as a charity in the United Kingdom and registering CB4K's trademark there. Attorneys also secured CB4K's related trademark registration for ComicBooks for Troops! (CB4T), providing comic books and pop culture items to all branches of the military. CB4K is now the largest charity in the world for providing these items to hospitalized children.



PHILADELPHIA READS

Only 32 percent of Philadelphia third graders read on grade level. **POWER PARTNERS PROGRAM** with **ACHIEVE NOW** is working to break this cycle with corporate partners like Duane Morris. Since 1999, Duane Morris attorneys/staff led by Chief Operating Officer **CHARLES O'DONNELL** have volunteered as coaches, meeting one-on-one with first or second grade students to improve their phonics skills. Dedicated to providing Philadelphia children with high-quality, culturally competent literacy instruction, Achieve Now aims for all Philadelphia public school children to read and write well and independently by the end of the third grade.

Duane Morris represented **22 NONPROFITS/ENTREPRENEURS** whose core mission is advancing and ensuring quality education.





EMPOWERED WOMEN LIFTING WOMEN UP

GOALS BY 2030

- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including thorough access to financial services
- End abuse, exploitation, trafficking and all forms of violence against and torture of children



Between 1980 and 2019, the incarceration rate of women grew by **700%**.

More than **1** in **4** women have been subjected to intimate partner violence at least once in their lifetime, totaling over **641 MILLION** women.

At the current pace, it would take another **40 YEARS** for women and men to be represented equally in national political leadership.



RISING UP TO THRIVE

Criminal charges often are one of the myriad of harms resulting from an individual survivor's commercial sexual exploitation or trafficking. The harm from the initial conviction and any related sentence is only the beginning, with the lingering record creating barriers to employment, housing and financial assistance. In partnership with **THE FREEDOM NETWORK**, Duane Morris attorneys assist survivors in clearing their records as they rebuild their lives. Since 2012, Duane Morris has assisted 14 clients with vacating their criminal records.

“ Develop enough courage so that you can stand up for yourself and then stand up for somebody else. ”

MAYA ANGELOU

REBECCA BAZAN, a trial partner in the Washington, D.C., office, represented a survivor who was trafficked beginning at the age of 17 by several men who groomed and exploited her for years. Eight years later, in 2015, she finally escaped her trafficker, obtained help and counseling via a program for victims of sex trafficking, enrolled in college and started work in the accounting field.

Nevertheless, she had an unjust criminal record that reflected an arrest for sexual solicitation in Washington, D.C. With Duane Morris' assistance, the client moved to expunge her record in the District of Columbia, and in July, the Superior Court of the District of Columbia granted her motion to expunge. The court's order stated, among other things, that the court credited the trafficking survivor's version of events, found she was a victim of trafficking at the time of her arrest, and held the arrest was a direct result of having been a victim of trafficking. As a result of the court's order, the survivor's criminal record in Washington,

D.C., was expunged, the arrest was dismissed with prejudice and law enforcement agencies cannot maintain any publicly available record of defendant's arrest. In our client's everyday life, this means the arrest will not show up on any background check she undergoes when she applies for a job or for housing, and she no longer will be retraumatized by reciting her story to explain the arrest record in these and similar circumstances.

THE BETTER POP

The joy of eating ice pops combined with the benefits of probiotics?! Enter the kombucha-based Better Pop. Duane Morris pro bono client and microentrepreneur Ruby Schechter—a recent Rhode Island School of Design grad—created Better Pop while trying to convince her mother to try kombucha to help with digestive concerns. Her mom did not want to take any more pills, but she loved ice pops. Combining the positive probiotic effects of kombucha in a fun, delicious fashion, the treats also present a new way to eat ice pops with a unique hexagonal shape inspired by Schechter's mom's sensitive teeth. The shape and idea are so unique that **DEBORAH LU**, **BRANDON CHAN** and **CAITLIN HYLAND** are helping Schechter patent and trademark her invention and unique shape, pro bono. Pro bono and probiotic ice pops—a win-win for sweet growth.

CELEBRATING ATLANTA'S BLACK LBGTQ+ HISTORY

Recognizing that many LGBTQ+ black, indigenous and other people of color were not always represented in Atlanta's history, a small group of friends started holding an annual picnic to celebrate their unique experiences in the community. As the celebration grew, Atlanta Black Pride was born with the aim to educate, promote self-empowerment and ensure the social and cultural needs of LGBTQ+ BIPOC individuals and families throughout the Atlanta metropolitan area. For the past two years, Duane Morris attorneys, in collaboration with Cisco in-house counsel, have helped Atlanta Black Pride draft a volunteer handbook and liability release, as well as advised on Atlanta Black Pride's corporate sponsorship program and agreements.

PROMOTING EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS

GOALS BY 2030

- Significantly reduce all forms of violence and related death rates everywhere
- Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status
- Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies



A record **100 MILLION PEOPLE** are forcibly displaced from their homes worldwide.

Even before the war in Ukraine, the global refugee figure hit a **RECORD HIGH** in 2022; the number of refugees outside their countries of origin increased by **44%** since 2015.

Women are the fastest growing group in the United States veteran population, totaling nearly **2 MILLION** people, or **10%**, and are expected to make up 18% of the population by 2040.

AFGHANISTAN: ONE YEAR LATER AND COUNTING

- 60 percent of Afghan citizens are under 25 years old.
- 14 million Afghan women and girls lost their right to go to high school/university, to work and to move freely, including the ability to leave their home without a male escort or to get a driver's license.
- More than half of the 23 million people in Afghanistan suffering acute food insecurity are women and girls.
- Duane Morris has donated over 4,500 pro bono hours to Afghan relief efforts since August 2021.

“Decades of progress on gender equality and women's rights have been wiped out in mere months. We must continue to act together, united in our insistence on guarantees of respect for the full spectrum of women's rights.”

SIMA BAHOUS

U.N. Women Executive Director

Following the fall of Kabul and the resulting Afghan humanitarian crisis in summer 2021, more than 100 Duane Morris attorneys and staff across the U.S.—almost all of whom were not immigration attorneys—assisted nearly 350 individuals in humanitarian parole applications. According to U.S. Citizenship and Immigration Services, humanitarian parole was supposed to afford Afghans facing imminent danger and threat of death temporary admission to the U.S. to pursue more permanent immigration statuses. Afghans who arrived in the U.S. as part of the evacuation effort were paroled in, and Afghans already in the U.S. could request parole for family members left behind in Afghanistan.

Nevertheless, since July 2021, USCIS has collected nearly \$20 million in filing fees from 66,000 humanitarian parole applications, but only approved 123, or less than 2 percent, of the 8,000 applications have been processed.

General Austin Scott Miller, the last American commander in Afghanistan, said, “Our job is now just not to forget.” Yet, over one year later and with the humanitarian crisis still unfolding, Afghanistan rarely makes the news.

Duane Morris attorneys have stayed the course, appealing denials of humanitarian parole applications as violations of the Administrative Procedures Act, in addition to representing Afghans admitted to the United States in stabilizing their immigration statuses via asylum, Special Immigrant Visa, family reunification and work visas.

In spring 2022, the firm teamed up with attorneys from PNC Bank—as part of Financial Institutions Pro Bono Day—as well as Comcast and TD Bank, amplifying the firm's pro bono efforts.

Duane Morris also joined Bard College in New York to provide screening, advice and representation to dozens of students from the American University of Afghanistan, Herat University and Kabul University who were evacuated from Afghanistan and accepted to Bard College to continue their studies. Bard College admitted and received over 100 students with full tuition and room and board scholarships. Duane Morris summer associates prepared applications for eight student-asylum seekers, providing law and college students with unique and transformative experiences. At year end, several dozen teams of Duane Morris attorneys, staff and volunteers continued to advocate for Afghan clients awaiting USCIS interviews and decisions on their asylum, SIV, reunification and parole applications.

DEPORTED VETERAN BECOMES U.S. CITIZEN AFTER 15 YEARS IN KENYA

Our client David B. came to the United States in 1997 as a 21-year-old student from Kenya. While on a student visa, he was approached by an Army recruiter who promised him the opportunity to get his green card and eventually become a U.S. citizen. Unknown to David at the time, he was not eligible to enlist based upon his student visa status, and his recruiter, who also knew this limitation, was using David's and other African students' youth and inexperience to increase his recruiting numbers and the monetary bonuses he was receiving for each recruit. The recruiter provided false information to the Army and placed a fraudulent green card stamp into David's passport so he could complete the enlistment process. As David put it, “I thought since he was a government official and that because I was enlisting in the military, I would be given green card status. I did not find out until he was court-martialed that what he did was wrong, and that he had done it to many people.” Even though David, and other victims of the scheme, testified at the recruiter's court martial, David and many others were later deported after immigration judges found they had made false statements on their enlistment papers. David was eventually removed from the U.S. in 2007, but only after he had served again in the Air Force Reserve after 9/11. In 2021, David reached





“ We met our client in 2020, almost five years after her discharge. Disturbingly, she said it was one of the first times that a team of people believed her—that her PTSD was due to her assault, not a personality disorder.

This sickens me—I was raised in an Air Force family. My dad and uncles served in Vietnam, grandfather in World War II, and I was in the U.S. Marine Corps. I was shocked that this was how the Air Force treated a fellow airman. It is not how I was raised or taught how the Air Force treated its people. It is wrong. Without legal help, she would have had to shoulder this burden for the rest of her life because no one in the Air Force listened to her. Hopefully, we will correct this injustice and hold the Air Force accountable for not properly treating airmen who are survivors of sexual trauma.

This has been one of the most rewarding cases of my legal career—using our skills to help give someone hope and correct an injustice. Our client has said more than once that our help has saved her life and given her a reason to live. ”

JOHN SIMPSON

Partner, Duane Morris

out to the Veterans Consortium for help, after hearing news reports that programs were being started to bring deported veterans back to the United States for naturalization. That began a long, stressful application process, which involved first getting him permission to return to the United States, and second, a naturalization interview with USCIS in Seattle. With the help of Duane Morris immigration attorneys and paralegals, David was finally able to become a U.S. citizen on November 17, 2022. Waiting for David, after his swearing in ceremony, were many returned veterans and those in the network who are advocating to bring all deported veterans back to the United States. The story continues, though, as now Duane Morris is assisting David to bring his two children to the United States.

“WE WERE RAISED BETTER.” VETERANS ADVOCATING FOR FELLOW VETERANS

Our client, a young, African American woman, enlisted in the United States Air Force in 2013, rising to the rank of staff sergeant. As a teenager, she was raped in high school, and suffered from and was diagnosed with PTSD. She enlisted as a way to escape her community and seek a better life. Sadly, she was physically assaulted by a fellow service member while in the Air Force, which retriggered her symptoms. She sought mental health treatment for her PTSD, ultimately being hospitalized in a civilian hospital and diagnosed with borderline personality disorder—even though she clearly

was experiencing PTSD symptoms. A personality disorder makes an individual “unsuitable” for service in the Air Force, as opposed to PTSD and other mental illnesses, which may make a service member “unfit” for service and eligible for medical discharge.

With an inaccurate borderline personality disorder diagnosis, in 2015, our client was summarily administratively discharged, rather than being considered for medical retirement, and her DD-214 discharge papers—which she must show anytime she seeks employment, education or other positions of trust—state she has a “personality disorder.” Beyond being inequitable and wrong, the classification is a major hindrance on her further aspirations and success.

JOHN SIMPSON, a trial partner in the firm’s Washington, D.C., office, represents the veteran before the Air Force Board for the Corrections of Military Records, arguing the Air Force should have medically retired the veteran with disability pay and should right this wrong by correcting her DD-214 to list “medical retirement.”

Correcting her DD-214 will not result in any more money for our client because she already has service-connected veterans’ benefits at 100 percent due to her trauma and correlating PTSD, but it will restore her reputation and prevent further, lifelong stigma.

COLLABORATING FOR SUSTAINABLE JUSTICE

GOALS BY 2030

- *Significantly reduce all forms of violence and related death rates everywhere*
- *Promote the rule of law at the national and international levels and ensure equal access to justice for all*
- *Provide access to justice for all and build effective, accountable and inclusive institutions at all levels*





MOBILIZING PASSIONATE PUBLIC SERVICE LEADERS

Founded by law students, **EQUAL JUSTICE WORKS** brings together an extensive network of law students, lawyers, legal services organizations and supporters to promote a lifelong commitment to public service and equal justice. In 2022, Duane Morris, in collaboration with **COMCAST**, proudly sponsored the firm's first Equal Justice Works fellow, a two-year fellowship aimed at increasing equal access to justice for communities in need.

A recent graduate of Rutgers Law School – Camden, **MORIAH MENDICINO** is an urban educator turned public-interest lawyer who aims to move individuals from despair to hope to action by working with **PHILADELPHIA LAWYERS**

FOR SOCIAL EQUITY to create pardon projects for criminal record clearing in Philadelphia's low-income/high-crime neighborhoods like Tioga-Nicetown and Strawberry Mansion.

Over 100,000 low-income Philadelphians have turned their lives around since they were justice-involved and now merit the second chance that only an expungement or a pardon can give. Short term, pardons and expungements allow formerly justice-involved folks who have paid their debts to society to get out from under the oppressive burden of a criminal record and become eligible for the jobs, loans and housing they are otherwise forced to live without. Long term, criminal record clearing can pull people, families and communities out of poverty and reduce criminal activity, especially violent crime.



“Criminal records keep people and communities imprisoned long after their sentences have been completed. Cutting those chains has immediate effects on the individual's self-definition and the hope and energy they have about the future.”

MORIAH MENDICINO

Fellow, Equal Justice Works

ACCESS TO JUSTICE: COMMUNITY-BASED COLLABORATION SAFEGUARDS INTERGENERATIONAL WEALTH

According to the U.S. Department of Agriculture, heirs' properties are the leading cause of involuntary land loss among African Americans. A common legal quandary in older cities, heirs' properties, or tangled titles, arise when multiple, intergenerational families reside in one property following the intestate death of the property's title-holder—for example, grandchildren living in their grandparents' home. When the estate is not probated, the title becomes tangled among the heirs, who often unknowingly continue to reside in the home until the tenants are foreclosed on due to overdue property taxes, forced out by home repairs they cannot afford because they are not the title-holder or similar disasters.

To combat this problem in Miami's Liberty City neighborhood, Duane Morris' Miami office attorneys, in collaboration with firm client BankUnited, Legal Services of Greater Miami and several local HBCUs, created a new

“ We want a world where life is preserved, and the quality of life is enriched for everybody, not only for the privileged. ”

ISABEL ALLENDE

pro bono project providing legal assistance to co-tenants seeking to maintain their property in the family lineage. Launched in fall 2022, attorneys will clear titles, pursue quiet title actions where necessary, prepare deed transfers and draft wills for the new title owners.

NATURALIZED CITIZENS NOW ON EQUAL FOOTING

Before fall 2022, Mississippi still enforced a 1924 law imposing a documentary proof-of-citizenship voter



registration requirement on naturalized United States citizens, but not on native-born citizens. During recent years, Mississippi enforced the law by using a flawed driver's license database matching program that the Secretary of State implemented for voter registration. The program erroneously flagged some naturalized citizens as potential

“ Having gone through the naturalization process and pledged their allegiance to the nation, naturalized citizens deserve better than to be targeted for unequal treatment. Their patriotism deserves to be honored, not punished. The addition of this new safeguard will help prevent naturalized citizens from being erroneously blocked from registering to vote through no fault of their own. While implementation of this new provision will require monitoring, we are pleased with this resolution and are committed to ensuring every eligible Mississippian is able to register to vote. ”

EZRA ROSENBERG

Co-Director, Voting Rights Project, Lawyers' Committee for Civil Rights Under Law

noncitizens, a practice which disproportionately affected voters of color and resulted in many eligible voters' registration applications being placed erroneously. Along with the Lawyers' Committee for Civil Rights and Mississippi Center for Justice, a cross-practice group of Duane Morris attorneys represented the **MISSISSIPPI IMMIGRANTS RIGHTS ALLIANCE** and **LEAGUE OF WOMEN VOTERS OF MISSISSIPPI** in challenging the law and database-matching program. Amid discovery, the Mississippi Legislature passed House Bill 1050, which repealed the 1924 law and requires that voting registrants flagged as potential noncitizens have their records double-checked against the United States Citizenship and Immigration Services' Systemic Alien Verification for Entitlements (SAVE) program, which maintains more up-to-date records of citizenship status. In the 2022 midterm elections, only voter registration applicants who are flagged as potential noncitizens by both Mississippi's driver's license database and the SAVE program were required to provide proof of citizenship.

PREPARING TO CELEBRATE AMERICA'S 250TH BIRTHDAY

July 4, 2026, marks the United States' 250th anniversary. In anticipation, the Pennsylvania Commission for the United States Semiquincentennial (America250PA) was established to plan and coordinate the commemoration as well as Pennsylvania's integral role in that event. Attorneys across Duane Morris are helping prepare by representing the commission in crafting bylaws, committee charters and employment letters/contracts as well advising on employee statuses. Attorneys additionally advised the commission on issues ranging from state compliance and ethical matters to trademark, licensing and first amendment speech concerns for podcasts and content.

Attorneys and staff in the Chicago office participated in the 27th Race Judicata benefiting Chicago Volunteer Legal Services.



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American Civil Liberties Union of Pennsylvania	Homeless Advocacy Project	Nido de Esperanza
American Immigration Council	Human Rights First	Pennsylvania Innocence Project
American Immigration Lawyers Association	Immigration Equality	Public Counsel
Amicus ALJ	Immigration Justice Campaign	Philadelphia Lawyers for Social Equity
Asian Americans Advancing Justice Southern California	Inner City Law Center	Philadelphia Volunteer Lawyers for the Arts / PA Patent
Atlanta Volunteer Lawyers Foundation	Innocence Network	Philadelphia Volunteers for the Indigent Program
Casa Cornelia Law Center	Innocence Project of Southern California	Pro Bono Partnership of Atlanta
Center for Reproductive Rights	International Refugee Assistance Project	Sanctuary for Families
City Bar Justice Center of the New York City Bar Association	Juvenile Law Center	San Diego Volunteer Lawyer Program
Community Legal Services	Kids in Need of Defense	SeniorLAW Center
Congreso de Latinos Unidos	Law Foundation of Silicon Valley	Start Small Think Big
Consumer Bankruptcy Assistance Project	Lawyers Alliance for New York	Support Center for Child Advocates
CORA Good Shepherd Mediation	Lawyers' Committee for Civil Rights Under Law	Swords to Plowshares
Dade Legal Aid - Put Something Back	Lawyers' Committee for Civil Rights Under Law of the San Francisco Bay Area	Texas Community Building with Attorney Resources
D.C. Bar Pro Bono Center	Legal Aid Society of San Diego	The Law Society of Singapore
Freedom Network USA	Legal Aid Society of San Mateo County	The Veterans Consortium Pro Bono Program
Georgia Lawyers for the Arts	Legal Services for Children	Transgender Legal Defense and Education Fund
Georgia PATENTS	Legal Services of Greater Miami	TrustLaw
Greater Boston Legal Services	Maryland Volunteer Lawyers Service	Veteran Advocacy Project
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