

# PRACTICE WITH PURPOSE

Investing in Our People and Our Communities



**ROPES & GRAY**

Ropes & Gray is committed to upholding the rights of our employees and treating all employees with dignity and respect. We have detailed policies and procedures in place to ensure that we comply with all federal, state and local regulations and laws. We are also committed to ethical procurement and expect our supply chain to comply with our procurement policy.

## The American Lawyer A-List

2020	2019	2018	2017
#2	#3	#1	#2

## PRACTICE WITH PURPOSE

**AT ROPES & GRAY**, we have built a firm that is dedicated to our clients, our communities and our colleagues across the globe.

This commitment requires our firm to continuously focus on both performance and purpose, a combination that distinguishes Ropes & Gray among the world's elite professional services firms. Our success for clients is built upon a high-performance culture, and our sense of purpose enables us to work together with a shared mission.

Our client impact extends far beyond the billable hour and the corporate world to fundamental causes like the protection of civil rights and the just administration of the law. In a tradition established by the firm's founders more than a century and a half ago, our *pro bono* program brings legal services to struggling individuals, as well as to nonprofits and small businesses that support our communities. We strive to help the disadvantaged gain access to justice, ensuring the fair and consistent application of the law to all.

Through our volunteer efforts, we give back to the places where we work and live, focusing our social mission on equality, fair treatment and human opportunity. By donating time, energy and resources, our attorneys and support teams help people and organizations around the world. And because we understand that we are also responsible for the health of our planet, the firm works to lessen its footprint on the environment.

To build a more vibrant and inclusive workplace, we recruit law students from diverse backgrounds and provide comprehensive attorney development programs so that our associates have the skills they need to succeed. Our hiring and mentoring practices are designed to bolster our high-performance culture, and to support our people outside the office, we provide flexible workplace arrangements, public service opportunities and an active alumni network.

In the following pages, we are proud to share with you just some of the ways we demonstrate our unique expression of performance and purpose.



**Julie Jones**  
*Chair*



**David Djaha**  
*Managing  
Partner*

“To this day,  
Ropes & Gray  
honors its  
*longstanding*  
*tradition* of using  
our talents,  
experience and  
resources to  
provide *access to*  
*justice* and help  
those in need.”

—Julie Jones,  
Ropes & Gray chair

A Ropes & Gray volunteer team  
in Chicago contributed farm  
labor to Heartland Alliance's  
FarmWorks program—  
one of the many ways the  
firm strengthens bonds  
between lawyers and  
support team members  
both in and out of the office.



# Practice with Purpose



“Ropes & Gray has made a *sustained commitment to recruiting and developing the best talent and nurturing a vibrant, diverse culture, and we will continue to build on these efforts.*”

—Kia Scipio,  
Ropes & Gray director of  
diversity and inclusion



(Top to bottom, left to right) Attorneys and support team members participate in a team-building exercise in Taiwan; the Boston office competes in an ABCD Field of Dreams game at Fenway Park to support underserved Boston youth; the London office joins the London Legal Walk; our Shanghai office sorts donations to support children undergoing surgery for congenital heart disease.



## TABLE OF CONTENTS

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**Investing in Our People**.....8

At Ropes & Gray, we invest in our attorneys throughout the arc of their careers. In doing so, we have built an inclusive community of lawyers who provide world-class service to our clients.

**Purpose at a Glance**.....18

We illustrate some of our most outstanding accomplishments in *pro bono* work, community service, and diversity and inclusion.

**Upholding the Rule of Law**.....20

Ropes & Gray’s *pro bono* practice is a hallmark of the firm. Our attorneys, paralegals and summer associates donate thousands of hours of legal service, providing direct representation and partnering with human rights, legal reform and other organizations to offer the disadvantaged access to justice.

**Volunteering in Our Communities**.....30

We dedicate time, energy and resources to serving local communities. From hosting coat drives during the winter months to practicing responsible environmental stewardship, our attorneys and support team members around the world selflessly volunteer their services to make the world a better place.

“We are proud to be among a small number of elite global law firms with *women represented at the very highest levels.*”

—Amanda Morrison, private equity transactions partner and Women’s Forum co-chair

Many of our women partners attended a dinner to celebrate the addition in 2019 of 14 newly promoted and lateral women partners.





Investing in Our People

“Our standing as a preeminent global law firm rests on the strength of our people, and I believe we have the best people in the business.”

—Terry Thompson,  
Ropes & Gray chief  
operating officer



Some of our Asia-based team had the opportunity to bond during a team-building event in Taiwan.

## BUILDING A TALENTED AND DIVERSE WORKFORCE

**A**T ROPES & GRAY, WE BELIEVE IN INVESTING IN EVERY stage of an attorney’s professional life. We take a comprehensive view of the career life cycle, beginning with our investment in talented high school students through a college rotational internship program and continuing with our law school recruitment efforts. Once attorneys start at the firm, we advance their professional growth through award-winning development and retention programs. In this way, we promote a community of attorneys dedicated to providing the highest level of client service while maintaining strong bonds across practice groups and geographies.

Within such an environment, we support attorneys with training geared to their career stage. We also demonstrate our dedication to supporting attorneys across the arc of their careers by fostering a diverse, inclusive workplace that enriches firm life, enhances our ability to attract and retain top talent, and affords us a deeper connection with our growing roster of clients worldwide. Developing and supporting attorneys throughout their careers strengthens them individually, and the firm as a whole.

## Investing in Every Stage of Our Attorneys' Careers

Ropes & Gray provides support and guidance at every career stage, offering training and resources that equip our lawyers to become the best possible practitioners of law.

- **THE VAST MAJORITY** of entry-level attorneys at Ropes & Gray start their careers at the firm as summer associates. Summer associates handle challenging work on client matters, as well as *pro bono* work, as part of a comprehensive program designed to offer both professional and personal growth. We recruit law students from diverse backgrounds out of many law schools and support them with a state-of-the-art training program. Our summer associates are typically placed at all of our U.S.-based offices, located in major financial and business centers across the country. They work with client, case and deal teams to serve the firm's clients.
- **ASSOCIATES** who join Ropes & Gray can count on the firm to continue helping them enhance their professional development. Upon joining the firm, each associate is assigned an associate development partner who works closely with attorney development managers to support each associate's development and advancement. We offer hundreds of training programs every year, from practice-specific training camps for new associates to associate cohort retreats to management and leadership conferences.
- **OUR FIRM** is committed to helping our attorneys enrich their legal skills with a truly global mindset. Lawyers who join the firm may participate in our GO (Global Opportunity) programs. Attorneys can immerse themselves in a new culture or city in one of our 11 offices worldwide and gain invaluable career experience along the way. Through the GO program, our attorneys also have the opportunity to gain in-house experience at one of our clients. Our attorneys learn firsthand about the host organization's business needs and perspectives, and develop long-lasting relationships that benefit the attorney, the client and the firm.
- **WE RECOGNIZE** that a gratifying lifestyle is essential to a flourishing career. To that end, we offer programs that enable lawyers to practice law at the highest level while maintaining rewarding personal and family lives. Our flexible work arrangements program helps our attorneys maintain a work-life balance that maximizes both their personal satisfaction and their work product. Attorneys with flexible work arrangements meet quarterly to share insights, experiences and strategies. In the past four years alone, 10 lawyers with flexible work arrangements were promoted to partner. We also offer flexibility and support to attorneys who wish to work remotely—the firm supports the careers of several dozen attorneys who are based away from the firm's offices—as well as programs to support physical, emotional and financial well-being that provide confidential assistance with a wide array of personal and family matters.
- **ROPES & GRAY** has a robust career attorney program for attorneys who want to step off the partnership track either permanently or for a period of time. This offers another avenue through which attorneys who might otherwise leave the profession can continue to grow and contribute.
- **WE MAINTAIN** a strong network of Ropes & Gray alumni across industries and geographies, providing resources such as events to help partners stay connected with alumni at clients and prospective clients, and a job board for our alumni community. We also host a website for alumni to help attorneys stay connected to friends and former colleagues.
- **OUR RE-TTORNEY**—returning attorney—program supports attorneys who have left Ropes & Gray to pursue other opportunities and are interested in returning to the firm. The program includes a comprehensive plan for reintegrating attorneys into offices and practice groups. We view this integration program as essential to enriching our firm culture and bringing valuable perspective to our work on behalf of clients. More than 50 attorneys have returned to Ropes & Gray after serving stints elsewhere.

## Encouraging Diverse Students

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**ROPES & GRAY HAS PARTICIPATED** in a broad set of programs aimed at encouraging diverse high school, college and law students to enter the legal profession, including:

- **LEADERSHIP ENTERPRISE FOR A DIVERSE AMERICA CAREER INSTITUTE** A national nonprofit organization dedicated to diversifying the path to leadership by helping high-achieving students from low-income backgrounds gain admission to selective colleges and universities.
- **SPONSORS FOR EDUCATIONAL OPPORTUNITY** A professional development and fellowship program for racial and ethnic minority college graduates who have been accepted to law school. Fellows spend eight weeks at the firm, learning about the practice of law and gaining exposure to life at a large firm the summer before entering some of the nation's most prestigious law schools.
- **LEGAL MENTORSHIP PROGRAMS** Ropes & Gray is collaborating with a client to develop a legal mentorship program for middle and high school students with the Silicon Valley Urban Debate League.
- **LEGAL OUTREACH** We have partnered with Legal Outreach to give New York City youth from underserved communities opportunities to learn about law practice, professional life at a large law firm and opportunities offered by a career in law.
- **BOSTON LAWYERS GROUP (BLG) SUMMER INTERNSHIP PROGRAM** Each year, Ropes & Gray invites college students who are interested in law school to participate in a 10-week rotational internship at the firm's Boston office through the BLG Summer Internship Program. The internship program provides students with the opportunity to work in several different departments and become exposed to all aspects of law firm life.
- **ROSCOE TRIMMIER JR. DIVERSITY SCHOLARSHIP** Ropes & Gray provides \$25,000 and a summer associate position to outstanding second-year law students who are members of populations historically underrepresented in the legal profession. This scholarship honors the memory of our first African American partner, a pioneer of our inclusion efforts.
- **LAW SCHOOL DIVERSITY JOB FAIRS** The firm participates in the Boston Lawyers Group Job Fair, the Bay Area Diversity Career Fair, Lavender Law, Cook County Job Fair and the Northeast BLSA Job Fair. We also partner with many law school affinity groups, hosting panels, receptions and skills-building workshops for diverse students.

## Paralegal Hiring at Ropes & Gray: Two Paths to a Successful Career

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**PARALEGALS AT ROPES & GRAY** are integral members of the firm's case, deal and client teams, and support the firm's attorneys by assisting with substantive legal work, as well as providing superior client service. Typical tasks involve document drafting, organization and review; legal research; assistance with due diligence matters; and the general support of attorneys and staff members. Ropes & Gray offers candidates two formal tracks to support the varied career aspirations of each individual paralegal.

- **ROPES & GRAY CAREER PARALEGALS** have opted to follow a tiered career path that affords a number of growth opportunities, including targeted professional development and promotion based on skills, experience and expertise.
- **ROPES & GRAY PROGRAM PARALEGALS** typically join the firm for a two-year period while considering a legal career or preparing to attend law school. Paralegals are vital members of the teams they join, and work closely with our attorneys and other support team members to deliver high-quality client service.

Corporate associate and former Program Paralegal Catherine Simes returned to Ropes & Gray after receiving her J.D. from Boston University School of Law. "Working as a paralegal

at Ropes & Gray sets you up for success. The program sharpened my mental and organizational skills, taught me how to work with different communication styles, and gave me the confidence to follow up with senior attorneys. When I came back after law school, I was ready to hit the ground running," she said.

Regardless of track, paralegals are presented with a wealth of resources for developing professional and legal skills in a supportive and collaborative environment. The firm offers paralegals competitive benefits, including flexible work arrangements, access to a comprehensive training program and paralegal mentorship, among others.



2020 recipients of the Roscoe Trimmier Jr. Diversity Scholarship.

“My previous global experience enriched my perspective and helped me develop skills and sensitivities that I bring to working with clients from different cultures.”

—Ropes & Gray lawyer on the lessons learned from working at the United Nations Development Program and the World Trade Organization

## Developing Diverse Attorneys

**OUR DIVERSITY AND INCLUSION** department works hand in hand with our attorney development team to ensure that diverse associates build the skills they need to advance.

We address diversity and inclusion at all levels, starting with a 1L summer program, continuing through to when associates join us at the entry level, and extending throughout all associate levels into partnership. There are many ways through which the firm takes action on this commitment, such as hosting firmwide cultural celebrations, enhancing our diversity recruiting efforts, and partnering with internal and external diversity affinity groups and organizations.

Additionally, the firm’s Diane Patrick Attorney Advancement Fund dedicates \$25,000 annually to support the professional development of diverse associates. Funds have been used to send lawyers to leadership

training workshops, industry conferences and skills-building classes.

To encourage continued professional development and foster entrepreneurial spirit, Ropes & Gray’s diversity committee and Women’s Forum offer grants to associates. Lawyers have used funds to attend networking events, speak at conferences, and participate in professional organizations and continuing education courses.

“At Ropes & Gray, the diversity and inclusion and attorney development teams partner to ensure that diverse attorneys have the same opportunities as everyone else,” said Kia Scipio, the firm’s director of diversity and inclusion. “We are deliberate and thoughtful about assignments, training programs and mentoring so that diverse attorneys gain the skills and experiences necessary to advance to partnership and other senior roles.”

“It’s critical for in-house legal teams and outside counsel to develop platforms and facilitate open dialogues to address the ongoing issues related to diversity and inclusion.”

—Deborah Gersh,  
co-chair of Ropes & Gray’s  
health care practice



Alexandra Mitchell, reference librarian and archivist at the Schomburg Center for Research in Black Culture at the New York Public Library, speaks at Ropes & Gray’s annual Black History Month event.

## DISCUSSING DIVERSITY WITH ABBVIE

OUR CHICAGO OFFICE hosted a panel discussion with members of biopharmaceutical company and Ropes & Gray client AbbVie’s legal team that focused on furthering diversity and inclusion. The discussion covered several topics, including how diverse perspectives foster creative and sustainable solutions, the importance of building mentor and leadership programs that are committed to promoting and retaining diversity, what in-house counsel demand and value when working with outside counsel, and advice on the transition between in-house and outside counsel.

## Leading Conversations on Diversity and Inclusion

ROPES & GRAY regularly invites authors, academics and other renowned speakers to present on civil rights, diversity and other topics.

- In honor of International Women’s Day, the London office hosted a screening of the documentary “RBG,” which chronicles the career of U.S. Supreme Court Justice Ruth Bader Ginsburg and details how her early legal battles affected women.
- London litigation & enforcement partner Amanda Raad hosted a panel on sexual misconduct in the workplace and how to ensure better protection of rights. Amanda was joined by Laura Atherton, vice president and associate general counsel at GEC and head of investigations at GSK, and Ropes & Gray associate Tina Yu.
- U.S. offices celebrated Black History Month with a discussion on cross-cultural collaboration in the pursuit of equality and social justice. Two scholars illustrated how leading historical figures partnered with allies of different backgrounds across countries to advance civil rights.
- Our Hong Kong Women’s Forum hosted a discussion titled “Success Through Inclusion,” featuring Ropes & Gray partners and Lin Shi, managing director and joint head of IPO vetting within the listing department of Hong Kong Exchanges and Clearing Limited. The discussion examined initiatives in the legal industry to address the gender gap.

## Partnering with Out Leadership

**ROPES & GRAY'S** work with Out Leadership dates back to 2014, when the firm signed on as a founding sponsor of Out in Law, the first LGBT+ senior leadership initiative for the legal profession. In 2019, the firm participated in Out Leadership's "Innovation for Change" event, which featured discussions on workplace challenges, successes in external advocacy and network support, internal workplace culture, and the LGBT+ experience in recruitment and onboarding. Private equity partner Oliver Nip presented on Out Leadership and Ropes

& Gray's groundbreaking report on global companies' practices regarding LGBT+ self-ID. Senior practice development specialist Monica Clavijo participated in a panel discussion on the importance of inclusion in the workplace.

Our Hong Kong office also participated in its first-ever "Pink Friday" in 2019 to support diversity and LGBT+ inclusion, and is supporting the Chinese University of Hong Kong in its revision of a study on public attitudes toward equal rights for LGBT+ individuals in Hong Kong.



Partner Oliver Nip presents on LGBT+ self-ID at Out Leadership's "Innovation for Change" event.

**"Ropes & Gray is wonderful about diversity with women, minorities and LGBTQ."**

—Ropes & Gray associate quoted in Vault

## Supporting Affinity Groups

**GLOBAL AFFINITY GROUPS** at Ropes & Gray work to create a sense of community and connectivity within the firm. The groups enhance personal and professional development by bringing members together to share experiences, and they promote awareness and understanding throughout the firm, enriching our vibrant community.

Our affinity groups include the Ropes Multicultural Group, for the firm's racial and ethnic minority lawyers; the LGBTQ Forum, which



Some of the women lawyers promoted to partner in 2018.

supports the firm's goal of fostering inclusion and development of the firm's LGBTQ attorneys; and

the Women's Forum, which serves as a valuable resource for women attorneys.

Through each of these groups, the firm hosts speakers and events recognizing heritage months and other celebrations of identity, as well as a range of educational, professional development and networking programs. At these events, firm leaders and industry experts share insights on

topics ranging from networking and mentoring to strategies for career development.

## Aiding empowerHER

**ROPES & GRAY** has supported the work of empowerHER, a nonprofit organization dedicated to empowering, supporting, and connecting girls and young women who have experienced the loss of their mothers. Led by litigation partner Dan Ward, Ropes & Gray helped empowerHER get its federal trademark, which enabled the organization to map out its chapter model expansion. empowerHER currently provides year-round events and a mentorship program to more than 150 girls.

**“We are committed to helping women as they advance in their careers.”**

—Lisa Bebchick,  
litigation & enforcement partner  
and Women’s Forum co-chair

## Pioneering Return to Work

### BUILDING A CAREER

with flexible work arrangements is exemplified in the journey of retired Ropes & Gray partner Ruth Reardon O’Brien. Having graduated as one of four women in the Yale Law School class of 1956, Ms. O’Brien—mother of late-night host Conan O’Brien—began her career at Ropes & Gray shortly after completing a judicial clerkship. She worked at the firm until 1960, when she became pregnant with her first child. After 10 years at home raising five children, Ms. O’Brien rejoined the firm part-time, and after a brief maternity leave for her sixth child, she rejoined the firm full-time in the real estate trans-



actions department. In 1978, Ms. O’Brien became a partner in the firm’s corporate department—only the second female partner in the firm’s history. She retired in 1996, 25 years after she relaunched her career.

Ms. O’Brien’s work philosophy was to “always be totally reliable and dependable. Do not ever disappoint your clients, co-workers or anybody with whom you have a working relationship.”

In 2017, Ms. O’Brien received the “Pioneer Relauncher Award” from iRelaunch, a career re-entry organization, which recognized her as a role model for professionals who take a career break.

## Enabling Women to Lead with the Joan D. Fuller Development Grant

**ROPES & GRAY** and the firm’s Women’s Forum are celebrating the memory and legacy of the firm’s first woman partner, Joan D. Fuller, by formally renaming a professional development grant for women attorneys at the firm in her honor.

Ms. Fuller, a graduate of Harvard Law School, served as a partner in the private client group from 1973 until her retirement in 1993. During



her tenure at the firm, she placed a high priority on celebrating the academic and professional achievements of other attorneys, especially women.

The Joan D. Fuller Development Grant enables women attorneys to take the lead in driving their careers. It can be used to fund creative activities that help women attorneys achieve their professional goals and develop successful

relationships with colleagues, clients and prospective clients.

“Today, more than 30 percent of Ropes & Gray partners worldwide are women (compared to an industry average of 20 percent), and that includes our new chair, Julie Jones, the first woman chair in the firm’s history,” said Brenda Diana, a partner in the private client group and Joan D. Fuller’s former mentee. “Joan would be bursting with pride at what she started.”



Mergers & acquisitions partner Jane Goldstein leads a fireside chat at the Kayo Women's Private Markets Summit.

## Promoting Diversity at Industry Conferences

**TO PROMOTE DIVERSITY** and inclusion in the corporate world at large, Ropes & Gray underwrites industry conferences geared toward the advancement of women and minorities in law and business.

In 2019, the firm sponsored the annual Kayo Women's Private Markets Summit for the fourth consecutive year. The annual meeting covers topics of interest to institutional and private equity investors, investment bankers, asset managers, credit investors, lenders, and industry advisors. Ropes & Gray partners from a variety of practices participated in keynote panels and breakout sessions on topics ranging from private credit to innovation in consumer products to executing successful merger integration plans.

Ropes & Gray was also a 2019

platinum sponsor of the eighth annual ChIPs Global Summit for Women in Tech, Law & Policy. The 2019 summit celebrated "women changing the future" of technology, law and policy, and included a speaker lineup of legal trailblazers, tech disruptors, female innovators and CEOs. Panels featured women shaping the future of autonomous vehicles, top academics disrupting the legal field, biotech and pharma experts changing the future of medicine, and inspiring women driving social change for women and underrepresented minorities. Women attorneys from various practice areas, including IP litigation, IP transactions and health care, attended the summit and enjoyed the opportunity to learn from and connect with industry peers.

## DIVERSITY ACCOLADES

Ropes & Gray has received widespread recognition for our commitment to diversity, including:

- **CONSISTENTLY** strong *Vault* rankings:
  - **Overall diversity:** Number 5 in 2020; top 3 for 7 of the past 9 years
  - **LGBTQ:** Number 3 in 2020; top 3 for 8 of the past 9 years
  - **Women:** Number 7 in 2020; top 5 for 7 of the past 9 years
  - **Racial Minorities:** Number 9 in 2020; top 5 for 6 of the past 9 years
- **RANKED** number two for women lawyers among "A-List" firms by *The American Lawyer* in 2019
- **NAMED** to *The National Law Journal's* 2019 "NLJ500 Women's Scorecard"
- **EARNED** a 100 percent score on the Human Rights Campaign Foundation's Corporate Equality Index for the past 12 years, earning designation as a "Best Place to Work for LGBTQ Equality"
- **RECOGNIZED** for Gender Equity in Yale Law Women's Top Ten Family Friendly Firms survey (2014, 2017)
- **TWO CONSECUTIVE** Thomas L. Sager Awards from the Minority Corporate Counsel Association
- **NAMED** "Law Firm of the Year in Promoting Flexible Working Environments and Innovative Programs for Mothers" at the *Chambers Women in Law Awards*
- **RANKED** third on *Law360's* "Ceiling Smashers" list of large law firms with the highest percentage of female equity partners

# Purpose at a Glance

More than  
**170,000**  
Hours of *pro bono*  
legal services provided in 2019



Top Corporate  
Charitable  
Contributor

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*Boston Business  
Journal*

Vault Rankings 2020

Top rankings for:

-  Pro Bono
-  Diversity
-  LGBTQ
-  Women
-  Racial Minorities

“The *significance of a woman* in this position is not lost on me. I think people, especially women, look to a change like this and *it gives them hope* and the feeling that the opportunity is also there for them.”

—Julie Jones, the first woman chair in the firm’s 155-year history

**400,000**

Number of meals Ropes & Gray has donated to individuals and families through Food Bank For New York City’s Justice Served fundraisers



# \$2 Million

Raised for Dana-Farber Cancer Institute to benefit cancer research through our participation in the Pan-Mass Challenge charity bike race (including \$130,000 in 2019 alone)



“Today’s decision is an *important milestone in the ongoing struggle for the civil rights* of all people, regardless of race, religion, ethnicity, gender, sexual orientation, sexual identity or family structure.

I’m proud of the critical role the firm played in this case, reflecting our *strong and continuing commitments to diversity, inclusion and public service.*”

—Former firm chair Brad Malt on the landmark U.S. Supreme Court case on marriage equality



Ranking on *Law360*’s “Ceiling Smashers” list—more than 30% of our partners worldwide are women (compared to an industry average of 20%)



## 1,733,572 KWH

Electricity saved annually due to LED lighting retrofit in New York and Boston offices—the equivalent of running a dishwasher almost 1 million times

“The next generation of lawyers are expecting *pro bono* to be an integral part of their career and practice; at Ropes & Gray, the attorneys and clients will inspire them, and, more importantly, help them be the difference.”

—Andy Dale, litigation & enforcement partner and Pro Bono Committee co-chair

Partner Victoria Lloyd (center) accepts an award for *pro bono* excellence on behalf of the firm at the Law Society of Hong Kong’s Pro Bono and Community Service Awards. Associates John Kwok (left) and June Lau (right) were recognized for their individual commitments to *pro bono* service.

# 2019

## Pro Bono and Community Award Presentation Ceremony





LAW SOCIETY  
OF HONG KONG  
香港律師會

Community Service  
Ceremony

Upholding the Rule of Law



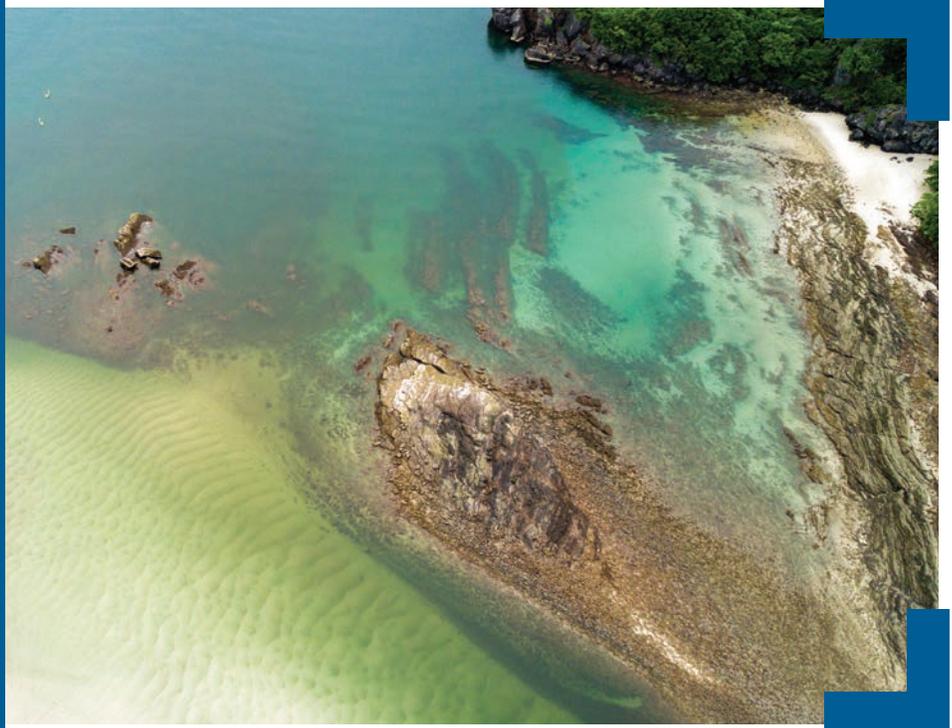
## COMMITMENT TO PRO BONO

**R**OPES & GRAY'S PUBLIC SERVICE COMMITMENT IS A hallmark of the firm, rooted in the example set more than a century and a half ago when co-founder John Codman Ropes provided free legal services to the families of Civil War soldiers. From securing asylum for endangered immigrants to supporting military veterans to winning the release of the wrongly convicted, Ropes & Gray strives to provide the highest level of *pro bono* legal advice and support to those who need it most.

Our attorneys, paralegals, summer associates and other professionals worldwide donated more than 170,000 hours of legal services in 2019. By providing direct representation and partnering with our clients as well as human rights, legal reform and other organizations, Ropes & Gray provides access to justice and ensures equal application of the rule of law to all.

“As members of the Hong Kong community, we strive to do our part in *pro bono* as well as support key legal issues that promote diversity and inclusion.”

—Dan Anderson, Hong Kong office managing partner



Ropes & Gray advises the Caribbean Biodiversity Fund to promote the conservation of biodiversity and natural resources in the Caribbean.

## Spurring Innovation and Entrepreneurship in Hong Kong and London

**ASSOCIATES** from our Hong Kong office have advised the Hong Kong Council of Social Services in its capacity as the administrator of the Social Innovation and Entrepreneurship Development Fund (SIE Fund). The SIE Fund provides funding to social enterprises in Hong Kong in an effort to address poverty and social exclusion. To further SIE Fund's mission, our firm performs corporate due diligence and risk assessment on funding applicants. To date, the firm has reviewed funding applications for the Community Development Enhancement Fund and RunOurCity Foundation Limited. We also occasionally act as con-

flicts counsel for the SIE Fund.

Ropes & Gray is also a proud partner of Queen Mary University of London's qLegal, a clinic that provides free legal advice, workshops and resources to tech start-up companies and entrepreneurs at the Queen Mary Legal Advice Center. qLegal advises on a range of complex legal issues, including intellectual property matters relating to patents, copyrights and trademarks; agreements such as nondisclosure agreements and employment contracts; types of business structure and business incorporation; and regulatory advice on the laws that may affect individuals and their businesses.

In March 2019, the firm's London office hosted the fourth edition of qLegal's "Pitch It" competition for students involved in the organization's "Street LAB" program. This competition for secondary school students encourages participants to develop social business ideas involving the creative use of technology. Ropes & Gray volunteers provided more than 40 students with guidance on legal issues to be considered, such as how to protect an idea and business. Finalists pitched their ideas to a panel of judges that included finance partner Malcolm Hitching and private equity partner Philip Sanderson.

## Preserving Biodiversity in the Caribbean

**ESTABLISHED IN 2012** with the support of the German Development Bank and The Nature Conservancy, the Caribbean Biodiversity Fund (CBF) promotes the conservation, protection and management of biodiversity and natural resources in defined protected areas of land and sea in certain Caribbean countries and territories.

Ropes & Gray has been pivotal to the CBF's growth, advising the CBF since its establishment on general commercial matters, corporate governance and a number of partnership and grant agreements associated with the use of funds from its main endowment. Over the last few years, the corporate and commercial work has expanded through grants to more "partner" countries throughout the Caribbean. In 2019, the firm advised on the establishment and implementation of an ecosystem-based adaptation facility, a fund that will award grants for actions supporting climate change adaptation and poverty alleviation.

## Sharing a Purpose with Our Clients

**AT ROPES & GRAY**, we have more than a transactional relationship with our clients. We also share a deep commitment to public service and work together, along with local *pro bono* legal service providers, to provide greater legal access to those in need. The firm partners with Pfizer to assist unaccompanied minors entering the United States, and on a medical-legal partnership to provide Social Security disability, Medicaid, medical directive, simple will and guardianship assistance at the NYU Cancer Institute. We also team up with Vertex Pharmaceuticals to help eligible legal permanent residents overcome barriers to naturalization,

assist transgender clients in obtaining legal identity documents that reflect their post-transition names and genders, and run immigration screening clinics.

Other companies and organizations with which we have partnered on *pro bono* matters include Goldman Sachs, AbbVie, Bain Capital, Bloomberg, Queen Mary University, State Street, Dana-Farber Cancer Institute and The Children's Hospital.

We welcome the opportunity to expand our *pro bono* client partnerships. Please reach out to *pro bono* senior manager Felicity Kirk at [felicity.kirk@ropesgray.com](mailto:felicity.kirk@ropesgray.com) to discuss potential partnership ideas.

## Training Local Justice Officials in Africa

**FOR MORE THAN FIVE YEARS**, Ropes & Gray has been working with international nongovernmental organization Lawyers Without Borders to help strengthen—or, in some cases, develop—important elements of the

local legal infrastructure in parts of Africa.

In June 2019, the firm sent its sixth team of attorneys to Africa to help train local justice officials. Firm attorneys from across global offices participated

in a five-day interpersonal and gender-based violence training program in Namibia. In November 2018, Ropes & Gray attorneys flew to Nairobi, Kenya, to provide a five-day counterterrorism training session to 78 newly hired prosecutors, holding workshops on evidence collection, investigation and trial techniques. Lawyers based in the firm's Hong Kong office were instrumental in the development of the training modules, and were among the first to travel to Nairobi and deliver the training to junior prosecutors. These trips support the development of a new prosecutorial training institute, an important building block in Kenya's efforts to strengthen its legal system. The institute is scheduled to begin operations by the end of 2020.

A team of Ropes & Gray attorneys returned to Kenya in 2020 to continue this vital work.



A training seminar organized by *Lawyers Without Borders* in Kenya.

## Assisting and Protecting Human Trafficking Victims

**ROPES & GRAY'S** *pro bono* work with Liberty Shared (previously Liberty Asia) has enabled important work on behalf of human trafficking victims. Lawyers from the firm's Hong Kong office have advised Liberty Shared on the development of a litigation hub to provide a regional resource to help fight human trafficking. They have developed trainings for nonprofit organizations and others on investigations into trafficking and exploitation, and prepared a multi-jurisdictional report on age assessment in relation to child sexual exploitation for use in a Thai court case.

Separately, the firm collaborates with the Human Trafficking Legal Center to

develop training materials for its *pro bono* network of lawyers who represent trafficking survivors. In addition to this work, Ropes & Gray has performed legal research and writing to assist the organization. The firm's work includes examining applications of the PROTECT Act, a federal law adopted in 2003 that makes it a crime for a U.S. citizen or permanent resident to travel abroad to sexually abuse children. The outcome of this research was the publication of a new practice guide, *U.S. Legal Remedies for Minor Victims of Sex Tourism*



*and Sex Trafficking.*

Ropes & Gray has brought numerous civil actions against traffickers, often leading to the recovery of wages for clients.

Favorable settlements for these clients can involve possible tax consequences, so the firm has mobilized tax lawyers to help survivors manage the tax consequences of trafficking-related offenses committed against them. In recognition of this work, Ropes & Gray received the 2018 "Advocacy Firm of the Year" award from the Human Trafficking Legal Center.



Ropes & Gray lawyers in Asia, London and the United States help identify and exonerate wrongfully convicted criminals through the Innocence Project.

## Supporting Human Rights Education

Together with representatives from Hong Kong NGOs Pathfinders, Mother's Choice and Chosen Power, Ropes & Gray lawyers developed a "Human Rights in Practice" syllabus for Hong Kong University's (HKU) clinical legal education program. As part of the course, HKU students collaborated with community NGOs to work on clinical projects related to international human rights law. Our associates delivered training sessions to NGO personnel and supervised students during the clinical projects. Through our involvement, we gave HKU students the opportunity to work on cutting-edge international legal issues while serving their communities.

## Championing Criminal Justice Reform

**ROPES & GRAY** is committed to defending the rights of the innocent, donating *pro bono* hours to organizations and initiatives that help to exonerate the wrongfully convicted.

One of these organizations is the Innocence Project, which aims to exonerate the wrongfully convicted through DNA testing and reform the criminal justice system to prevent future injustice. Approximately 250 lawyer volunteers representing all 11 Ropes & Gray offices help identify and, in some cases, exonerate wrongfully convicted prisoners. Our case reviews help build capacity for the Innocence Project by reviewing court records and case files and identifying those cases that warrant forensic analysis and further investigative review. In Asia, we deployed four teams to support the program, led by Asia regional managing partner Arthur Mok, Shanghai office managing partner Geoffrey Lin, litigation & enforcement partner David Zhang, and private equity transac-

tions partner Jaewoo Lee.

The firm's London office also works with the Centre for Criminal Appeals (CCA), a charity that fights miscarriages of justice and demands reform in the United Kingdom. Working on a *pro bono* basis, volunteers have been helping assess the merits of applications received from prisoners to have their cases sent to the Criminal Cases Review Commission. In addition, the firm is supporting the charity in practical ways. In March 2019, the firm hosted the organization's daylong "Bound by Injustice" event, which brought together 50 family members of the prisoners represented by the CCA to enable them to draw support from one another and produce advocacy materials for their campaigns. Sessions covered topics that included dealing with the psychological impact of wrongful conviction, the importance of grassroots activism, fundraising and how to engage the media in campaigning.

“At Ropes & Gray, we are proud to lend *our expertise in support of immigrants and refugees*. This population increasingly needs legal services in order to overcome poverty and injustice.”

—Kaede Toh,  
*litigation & enforcement partner*



The Tokyo office asylum team received the firm's Asia *Pro Bono* Team Award for its work assisting refugees in Japan.

## Providing Pro Bono Legal Counsel to Immigrants and Asylum Seekers

**IMMIGRANTS AND REFUGEES** are some of the most vulnerable populations worldwide, with access to legal support in short supply in the face of chaos and uncertainty. Our firm devotes considerable attention to the plight of immigrants, offering *pro bono* legal help to individuals and families in crisis.

- Led by litigation & enforcement partner Kaede Toh, a team of lawyers from our Tokyo office partnered with Japan Association for Refugees (JAR) to take on the case of a Nigerian national seeking to stay in Japan. The case required extensive research into country-of-origin issues and collaboration with local lawyers to prepare and submit the application for asylum.
- In the United States, associates and support team members traveled to Texas to work with detained immigrants separated from their children. The team advised clients on all aspects of their immigration cases, including credible fear interviews and proceedings before immigration judges. The firm

represented more than 30 families from the Port Isabel and Karnes detention centers in South Texas, devoting more than 18,500 hours to successfully reunifying all the families we represent, securing their release from immigration detention and assisting them with the asylum process. So far, we have helped to secure asylum for four of these families.

- The firm has launched the Immigration Forum, bringing together nearly 450 firm lawyers to provide *pro bono* immigration services. In response to the presidential executive order restricting travel to the United States from seven countries and halting refugee admissions, the Forum mobilized lawyers to provide immigration assistance at airports across the country. Volunteers spoke to family members waiting in the international flight arrivals halls. We also helped litigate the “travel ban” by conducting legal research and writing briefs and memoranda of support.

## Enriching the Lives of Children Through Sport

**LAWYERS** in the Hong Kong office advise InspiringHK, a Hong Kong-based NGO that aims to improve the lives of disadvantaged young people through sport. Led by securities & public companies associate John Kwok, attorneys advise the nonprofit on its contracts with coaches, schools, NGO partners and insurers, as well as on disclaimer language. Our attorneys and support team members also have the opportunity to support the organization through community fundraising and attending speaker series featuring community leaders and elite athletes.

**“I cannot emphasize enough *how impressed I am with the firm’s commitment to pro bono.*”**

—Ropes & Gray associate  
quoted in Vault

## Assisting Nonprofits and Small Businesses

**BY PROVIDING** *pro bono* legal assistance to nonprofits in underserved communities, we help them grow stronger and expand their services to reach more families and individuals in need. In the same way, our assistance to small-business owners, microentrepreneurs and the nonprofits supporting them helps bring jobs to disadvantaged communities, empowering families and individuals and supporting local growth. Working with local legal service providers, our attorneys help form new nonprofit and for-profit entities, file for tax-exempt status for nonprofits, review and update corporate governance documents, help with nonprofit mergers, draft and negotiate contracts, assist with real estate matters, and aid in other ways, based on the needs of each nonprofit or business.

## Defending Families in Need

**TO FIGHT** family poverty and homelessness, Ropes & Gray offers *pro bono* legal aid to families facing displacement and to charities working to alleviate these families’ financial hardship.

Since 2015, Ropes & Gray’s Hong Kong lawyers have worked with Pathfinders, a charity that helps pregnant migrant women and their Hong Kong-born children. Our lawyers review staff and volunteer contracts, drafted a child protection policy and health care client indemnity agreements, and are currently helping the charity with a restructuring. Since its founding in 2008, Pathfinders has aided more than 4,800 of Hong Kong’s most vulnerable babies, and Ropes & Gray has been instrumental in helping the

organization serve this population.

Lawyers from our Hong Kong and Shanghai offices also assisted Ropes & Gray’s U.S. team and Greater Boston Legal Services in representing plaintiffs in a class-action lawsuit against the Massachusetts Department of Housing and Community Development. The suit challenged the commonwealth’s failure to place eligible homeless families in shelters promptly in order to keep children safe, and to place families close to their home communities to mitigate homelessness. The attorneys conducted telephone interviews with class members, obtaining firsthand accounts of problems with shelter placements and disability accommodations.

## Organizing and Participating in the Asia Pro Bono Conference

**ROPES & GRAY** is proud to have sponsored the sixth annual Asia *Pro Bono* Conference, the largest annual gathering for lawyers and professionals dedicated to supporting access to justice, *pro bono* and public interest law in Asia. The 2019 conference, which took place in Singapore, was attended by international *pro bono* lead Felicity Kirk.

In past years, Ropes & Gray has been instrumental in organizing the event. *Pro Bono* committee co-chair Andy Dale led our organizing efforts at the 2018 conference in Hong Kong, and participated in a panel

discussion about spearheading replicable *pro bono* initiatives during the conference.

The Asia *Pro Bono* Conference brings together lawyers, academics, law students, jurists, *pro bono* professionals, policymakers, and civil society and nonprofit representatives to explore and share *pro bono* initiatives that strengthen access to justice in Asia and internationally. It plays a key role in improving the lives of some of the region’s most disadvantaged individuals and marginalized communities.

## Advocating for LGBTQ Equality in Hong Kong

**ROPES & GRAY**, along with 30 other global financial institutions and law firms, applied to intervene in the case of *QT v. Director of Immigration*, which was heard before the Hong Kong Court of Final Appeal. The case involved an application for a dependent visa by QT, whose same-sex partner had come to Hong Kong under a working visa. After the Director of Immigration denied QT's application, QT applied for judicial review of the decision by the Hong Kong courts on the grounds that such decision was discriminatory.

The intervention by Ropes & Gray and others contained real-life examples of how LGBTQ talent, including hires and potential hires of Ropes & Gray, has been affected



by this immigration policy. While the court ultimately declined our application to intervene, we demonstrated our firm's commitment to LGBTQ equality and inclusion, and aligned the firm with many institutional clients and peer firms that will also be affected by this ruling. The collaboration between firms is being seen as a potential model and catalyst for change for other issues affecting

the Hong Kong community.

On July 4, 2018, the court unanimously ruled in favor of QT and held that the refusal to grant dependent visas to individuals in a same-sex marriage is discriminatory. More encouragingly, the court rejected the "core rights of traditional marriage" approach taken by the lower courts that seeks to exclude same-sex married couples from a defined set of rights available only to opposite-sex couples. The court also agreed that such discrimination should be subject to heightened judicial scrutiny. This appears to pave the way for a positive outcome in other areas of rights and benefits for the LGBTQ community in Hong Kong.

## Responding to London's Grenfell Tower Tragedy

**FELICITY KIRK**, who manages Ropes & Gray's international *pro bono* projects, was honored by LawWorks for her work coordinating *pro bono* legal services for those affected by the June 2017 fire at Grenfell Tower, which claimed 71 lives and left hundreds homeless. Ms. Kirk, alongside a counterpart at another firm, coordinated volunteer lawyers from across London to support the work of North Kensington Law Centre. They set up advice services, clinics and support networks, and played a key role in deciding where there was a need for assistance and what the most practical

*pro bono* interventions could be. They then recruited a network of London lawyers from more than 30 law firms through the UK Collaborative Plan for *Pro Bono* to work with the Law Centre, helping those affected. Eleven lawyers from Ropes & Gray's London office volunteered for this initiative, taking notes at client meetings, organizing records, evacuating the Law Centre during an emergency alarm, managing press inquiries, preparing a comprehensive manual for replacing paperwork that was destroyed in the fire and providing insurance-related advice to individuals.





Ropes & Gray partner Douglas Hallward-Driemeier successfully argued for marriage equality before the U.S. Supreme Court.

## Arguing Milestone Marriage Equality Case

**ROPES & GRAY** has a notable history of advocating for LGBTQ individuals in groundbreaking policy and civil rights cases. In 2015, appellate & Supreme Court partner Doug Hallward-Driemeier argued the pivotal marriage equality case *Obergefell v. Hodges* before the U.S. Supreme Court.

Since that landmark decision, a diverse team of attorneys across our offices has supported Doug in his *pro bono* efforts to protect the outcome in *Obergefell*, and also to advocate for LGBTQ equality in Washington and across the country. Ropes & Gray litigation teams working on a *pro bono* basis have achieved favorable results protecting the rights of LGBTQ individuals residing in the states of Arizona, Arkansas, Utah and Mississippi, among others.

Ropes & Gray is a steadfast supporter of Immigration Equality, which advocates for and represents LGBTQ and HIV-positive immigrants seeking

safety, fair treatment and freedom, including asylum seekers, binational couples and families, detainees in immigration jail facilities, and undocumented LGBTQ individuals.

In October 2018, the firm responded to the Trump administration's near-total ban on military service by transgender individuals. Ropes & Gray filed an amicus brief on behalf of the Organization of American Historians and 47 distinguished individual historians in *Jane Doe 2 et al. v. Trump*, one of the federal cases challenging the ban. The brief argued that despite a long history of excluding from its ranks entire categories of people, the U.S. military also has successfully integrated previously excluded groups, and that the historical record consistently shows that its leaders have come to cite these groups' contributions to enhancing military readiness.

## PRO BONO HONOR ROLL

Ropes & Gray's commitment to *pro bono* service has garnered many accolades and awards:

- *Chambers and Partners*, 2019 "Pro Bono Program of the Year"
- Law Society of Hong Kong's Pro Bono and Community Service Awards, 2019 Gold Award
- Lawyers Alliance for New York honored Ropes & Gray with the Cornerstone Award, its highest *pro bono* honor
- Children's Law Center, 2019 Pro Bono Champion
- New England Innocence Project, 2019 ARC OF JUSTICE Award
- *The National Law Journal*, 2017 Pro Bono Hot List
- *The American Lawyer's* "Pro Bono Scorecard 2019" ranked Ropes & Gray 10th for *pro bono* work in the U.S. and 12th for work outside the U.S.
- Human Trafficking Legal Center, 2018 "Advocacy Firm of the Year"
- PAIR, 2019 Pro Bono Asylum Award
- Asian Law Caucus, 2019 Pro Bono Award
- *The Washington Business Journal*, "Top Law Firms by Pro Bono Hours in Greater D.C."
- The U.S. District Court for the District of Columbia recognized Ropes & Gray's Washington, D.C. office, where more than 75 percent of firm lawyers contributed 50 or more hours of *pro bono* work in 2018
- *Financial Times* recognized Ropes & Gray's international *pro bono* program in its 2018 Asia-Pacific Innovative Lawyers Report
- The Public Interest Law Initiative (PILI) in Illinois named Ropes & Gray to its 2019 Pro Bono Recognition Roster

“Our efforts have a profound positive impact on a population that *desperately needs help*, and they put into action key Ropes & Gray values: a commitment to public service, and a *genuine concern for the communities where we work and live.*”

—David Djaba,  
Ropes & Gray  
managing partner

Ropes & Gray volunteers from the Silicon Valley office dedicate their time and energy to help St. Anthony's Padua Dining Room fight hunger in the Bay Area.





## Volunteering in Our Communities

## Charitable Giving

Ropes & Gray provides donations and sponsorships that assist the philanthropic interests of our clients, *pro bono* services providers and our local communities. Below are examples of the many organizations the firm supports.

### LEGAL SERVICES

- BABSEA
- D.C. Bar *Pro Bono* Center
- Greater Boston Legal Services
- LAMBDA Legal Defense & Education Fund
- Law Foundation of Silicon Valley
- Lawyers' Committee for Civil Rights
- Legal Aid Society
- Liberty Shared

### MEDICAL

- Alzheimer's Association
- Breast Cancer Care
- Dana-Farber Cancer Institute
- Marc Lustgarten Pancreatic Cancer Foundation
- March of Dimes
- Melanoma Research Foundation

### VETERANS

- Bunker Labs
- Project Healing Waters
- The Royal British Legion
- The Soldiers Fund

### YOUTH

- Advocates for Children of New York
- Boys & Girls Club of San Francisco
- The Steppingstone Foundation
- Youth INC

### IMMIGRATION

- International Refugee Assistance Project (IRAP)
- Pathfinders
- Political Asylum Immigration Representation Project (PAIR)

### ARTS & CULTURE

- Chicago History Museum
- Chicago Shakespeare Theater
- Inspire Arts & Music
- Whitney Museum



Members of Ropes & Gray's Seoul office worked with residents to fold and assemble paper bags at a vocational training center for the disabled.

## SUPPORTING COMMUNITIES AND CAUSES

**R**OPES & GRAY DEDICATES TIME, ENERGY AND RESOURCES to serving local communities. Our approach involves mobilizing lawyers and support team members across our 11 offices to participate in activities that raise funds or provide volunteer services to benefit individuals, families and organizations in need.

When it comes to civic engagement, we believe that collaboration is key. Our service initiatives provide opportunities for Ropes & Gray volunteers across departments to work together to benefit our communities.

Our mission is to fund donations and sponsorships that support the philanthropic interests of the firm, clients, *pro bono* service providers and our local communities.

## Assisting at a Local Job Training Center in Seoul

**MEMBERS OF** Ropes & Gray's Seoul office organized a day of volunteering at a vocational training center for the disabled. During the visit, Seoul office managing partner Bill Kim and several support team members helped residents fold and assemble paper bags. Bill Kim, office manager Rei Ha, practice development Korea lead EK Han, practice development specialist Jenna Nam, receptionist Grace Kim and executive assistant Chloe Yang all spent the afternoon assembling more than 1,300 bags. Located in the city's Dongjak district, the center is operated by the Korea Association of Persons with Physical Disabilities and provides job training for people with special needs. Participants receive individualized rehabilitation, counseling and guidance, training, job placement, and services to support job retention.

## Creating Personal and Career Opportunities Through Education

**ROPES & GRAY** believes that education is the gateway to personal and career growth. To that end, the firm partners with organizations that equip young people with the skills they need to make a lasting impact on their lives and in their communities.

- In London, we are running a work experience program for the children of City Year UK to give them insight into working at a city law firm. City Year UK is a charity focused on empowering young role models to help children from disadvantaged communities succeed in school. Through this program, we hope to

offer the participants valuable experience they can use to generate future career opportunities.

- Our Silicon Valley office partners with Citizen Schools, an extended school day learning program that targets economically disadvantaged middle school students. The firm has sponsored and participated in a mock trial legal apprenticeship program and organized a WOW! mock trial before a judge and a group of "jurors" from the community in a courtroom setting. Citizen Schools has recognized Ropes & Gray as a "Partner of the Year" for 2019.

## Racing to Support Nonprofits

**ROPES & GRAY** lawyers and support team members frequently come together to run, walk and cycle in charity races to support nonprofit organizations from across the globe.

Our attorneys—often joined by family, friends and firm alumni—participate in annual fundraising events such as Hike for Hong Kong, the J.P. Morgan Corporate Challenge, the Boston Athletic Association Half Marathon, the Pan-Mass Challenge (PMC), the Lawyers Have Heart 10k Race and 5k Run & Fun Walk, the Mother's Choice Walkathon, and the



Hong Kong attorneys participate in Hike for Hong Kong to raise funds for Hong Kong citizens in need.

London Legal Walk.

The funds raised through these events benefit public parks, cutting-edge research institutions such as Dana-

Farber Cancer Institute, and a wide range of national organizations, including the American Health Association and American Stroke Association.

The London Legal Walk provides assistance to *pro bono* organizations in and around London.

Each Ropes & Gray charity race team sets substantial fundraising goals to maximize charitable impact. Over the years, more than \$2 million has been raised by Ropes & Gray teams for the PMC to benefit cancer research; the firm's 2019 PMC team raised more than \$130,000 for Dana-Farber.

### ENGAGEMENT THROUGH CIVIC CORPORATE BOARDS

ROPES & GRAY lawyers engage in public service by sharing time and expertise as board members and committee members for leading civic, cultural, educational and other nonprofit organizations. These engagements enable our lawyers to contribute knowledge and experience for a wide range of interests and causes. Selected examples include:

- PETER ALPERT Audubon Society
- LEO ARNABOLDI III Madison Square Boys & Girls Club
- MARK BANE Orthodox Union
- MARK BARNES Multi-Regional Clinical Trials Center of Brigham and Women's Hospital and Harvard
- JIM BATCHELDER Peninsula Bridge
- RICHARD BATCHELDER JR. Revolutionary Spaces; The Soldiers Fund
- LISA BEBCHICK New York Lawyers for the Public Interest
- PETER BRODY Multiple Sclerosis Society
- C. THOMAS BROWN Community Music Center of Boston
- TOM BULLEIT Children's Law Center
- CAMERON CASEY Boston Foundation
- KEN CHOW Boston Youth Symphony Orchestra
- ANDY DALE Hong Kong Legal *Pro Bono* Roundtable
- SARAH DAVIDOFF Help for Children
- TIMOTHY DIGGINS Boston Athenaeum
- ISABEL DISCHE Yale Law Women Mentor Program
- DAN EVANS New England Aquarium; Youth INC
- LAUREL FITZPATRICK Tiger Foundation
- LEIGH FRASER Boston Ballet
- ALISON GEORGE Bowdoin College; Greater Boston Food Bank
- JANE GOLDSTEIN Green Mountain Valley School; The Women's Bar Foundation
- KATHLEEN GREGOR Massachusetts Taxpayers Foundation
- MARTIN HALL The Emerald Necklace Conservancy
- TAYLOR HART American Heart Association
- NEILL JAKOBE Cradles to Crayons

*Continued on page 35*



Ropes & Gray donated 20 bicycles through Qhubeka to a village in South Africa's North West province.

### Donating Bikes to Rural Africa

ROPES & GRAY has supported Qhubeka, an organization working to bring bicycles to rural communities in Africa, on the organization's "Blankets for Bicycles" program, a work-to-earn program through which craftswomen earn Qhubeka bicycles by crocheting various handmade products. The program allows women in rural communities to put their skills to use and provides a means of earning bicycles, which in turn can generate an income, in a region where unemployment is very high and opportunities are few and far between.

As part of the firm's partnership with Qhubeka, Ropes & Gray donated 20 of the 50 Qhubeka bicycles that were delivered to a village near the quiet rural town of Groot Marico in South Africa's North West province. In exchange, the women produced blankets, scarves and beanies that they had created in bright wool colors.

Ropes & Gray also provided Qhubeka *pro bono* counsel in setting up an entity in the United Kingdom and becoming registered with the Charities Commission. The firm assisted with corporate, data protection, tax and IP arrangements, and has also advised on a number of agreements between Qhubeka and third-party fundraising partners. Once registered as a charity, Qhubeka will be far better placed to leverage the extensive donor opportunities in the United Kingdom, ultimately becoming more attractive to both corporate and individual donors.

"A bicycle is one of the simplest tools, but in rural areas, it can give access to better education, health care, jobs, nutrition and water," said Phil Sanderson, partner and co-chair of Ropes & Gray's global private equity transactions group. "Ropes & Gray is proud to support Qhubeka's mission of using bicycles to change lives."

## Helping Kids Get Ready for School with the Backpack Project

**ROPES & GRAY** is a longtime sponsor of the Backpack Project. At the beginning of every school year, attorney and support team volunteers shop or donate money for backpacks, school supplies and back-to-school outfits. The bags are then filled with the supplies and clothes, and distributed to local charity groups that help needy children.

In 2018, the firm helped more than 1,300 children in need get a good start to the upcoming school year by providing them with new backpacks, clothing and school supplies. Recipient organizations included Project Hope, Heading Home, Sojourner House, Transition House, St. Mary's, Margaret House, Bridge Home, St. Ambrose, Victory Home, MBHP and Casa Nueva in Boston; Fox House,



Legal executive assistant Simon Cram with backpack recipients in New York.

Sojourner Truth House and Win in New York; Cradles to Crayons and Chicago Public Schools in Chicago; San Francisco Youth Program in San Francisco; Santa Clara Foster Youth Program in Silicon Valley; Coalition for the Homeless and the United Way of the National Capital Area in Washington, D.C.; and The Salvation Army in Hong Kong.

## Practicing Environmental Stewardship

**WITH 11 OFFICES IN CITIES AROUND THE GLOBE**, we are mindful of our environmental footprint. As the firm continues to grow, we look for ways to apply sustainable practices and promote green initiatives.

- We recycle all paper, aluminum, plastic and glass—and several offices participate in composting. Sophisticated HVAC controls, motion sensor light switches and efficient lighting keep energy usage down, while specially designed taps minimize water consumption.
- We commemorated the firm's 150th anniversary with a gift of 150 red oak trees to the

Emerald Necklace Conservancy, a nonprofit organization dedicated to preserving and restoring 1,100 acres of Boston parkland.

- We are proud to have received Leadership in Energy and Environmental Design for Existing Buildings (LEED-EB) Gold certification from the U.S. Green Building Council for the 2010 build-out of our Boston office in the Prudential Tower.

*Continued from page 34*

- **JULIE JONES** Brigham and Women's Hospital
- **JOSHUA LEVY** Steppingstone Foundation
- **JOHN LODER** Boston Symphony Orchestra; New England Conservatory of Music
- **DANIEL MCCAUGHEY** Salem Academy Charter School
- **JOAN MCPHEE** Legal Aid Society
- **AMANDA MORRISON** Boston Episcopal Charitable Society
- **ANNE OGILBY** Cotting School for Handicapped Children
- **AMANDA PERSAUD** Girl Scouts of Greater New York
- **PAULITA PIKE** Chicago Shakespeare Theater
- **OTHON PROUNIS** Lenox Hill Neighborhood House
- **AMANDA RAAD** Lawyers Without Borders
- **ALEX RENE KID** Museum (D.C.)
- **ELIZABETH REZA** Handel and Haydn Society
- **LORETTA RICHARD** Lawyers for Civil Rights
- **BRETT ROBBINS** American Folk Art Museum
- **ALFRED ROSE** Make-A-Wish Massachusetts and Rhode Island
- **MARK ROWLAND** Law Foundation of Silicon Valley
- **MARC RUBENSTEIN** Jewish Big Brothers Big Sisters of Greater Boston
- **NEWCOMB STILLWELL** Massachusetts Historical Society
- **ROCKY TSAI** Lawyers' Committee for Civil Rights of the San Francisco Bay Area
- **PAUL VAN HOUTEN** National Multiple Sclerosis Society
- **STEPHEN WARNKE** FAIR Health
- **GREGG WEINER** Anti-Defamation League
- **CHRISTIAN WESTRA** United Way of Massachusetts Bay
- **JANE WILLIS** The Immigrant Learning Center
- **KEITH WOFFORD** New-York Historical Society

## LEED Certification

The following Ropes & Gray offices are LEED certified:

- **CHICAGO** (the world's first LEED Core & Shell Gold Certified building)
- **BOSTON** (Gold Certified)
- **NEW YORK** (Gold Certified)
- **SILICON VALLEY** (Gold Certified)
- **WASHINGTON, D.C.** (Gold Certified)
- **SAN FRANCISCO** (Silver Certified)

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