

# PRACTICE WITH PURPOSE

Investing in Our People and Our Communities



ROPE\$ & GRAY

It is the policy of Ropes & Gray International LLP (“the firm”) to ensure that employees are recruited, developed, remunerated and promoted on the basis of their skills and suitability for the work performed. We are committed to making full use of the talents and resources of all our employees and to ensuring that no employee receives unjustified less favourable treatment on the grounds of their gender, gender reassignment, sexual orientation, marital status, race (which includes colour, nationality and ethnic or national origins), religion or belief, disability, age, pregnancy, maternity, parental responsibilities, trade union membership, part-time or fixed-term status.

The policies, systems and processes we use to advertise jobs, recruit and select, train and develop, pay, promote, manage the leaver process, as well as deal with enquiries once employees have left the firm, have all been designed to ensure that everyone is treated equally according to their merits and abilities and given a fair chance to fulfil their potential.

We place great value on all our employees and regard any form of direct or indirect discrimination, harassment or victimisation as a potentially serious disciplinary offence. In striving to ensure our working environment is free from discrimination and harassment, we believe everyone will be able to enjoy a fair and equal working environment where employees are treated with respect and dignity.

## The American Lawyer A-List

2020 <b>#2</b>	2019 <b>#3</b>	2018 <b>#1</b>	2017 <b>#2</b>
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## 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 impact extends beyond the work we do for clients 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 lawyers and support teams help people and organisations 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 lawyer development programs so that our trainees 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  
honours 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 labour to Heartland Alliance's FarmWorks programme—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)  
Lawyers 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; London  
lawyers join the Impetus-PEF  
Private Equity Triathlon to support  
young people from disadvantaged  
backgrounds; the London office  
participates in the Standard  
Chartered Great City Race to  
tackle inequality and promote  
economic inclusion.

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At Ropes & Gray, we invest in our lawyers 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.

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

### **Volunteering in Our Communities**.....28

We dedicate time, energy and resources to serving local communities. From hosting coat drives during the winter months to practicing responsible environmental stewardship, our lawyers 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.



A large group of approximately 40 women of diverse ages and ethnicities are posed for a group photograph. They are arranged in several rows, with some women standing on a lower level and others on an upper level of a wooden staircase. The women are dressed in professional attire, including various colors of dresses, blazers, and skirts. The background features a wooden wall with framed abstract art pieces.

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



Partner Rohan Massey with associate Harriet Banner at Ropes & Gray's London office.

## BUILDING A TALENTED AND DIVERSE WORKFORCE

**A**T ROPES & GRAY, WE BELIEVE IN INVESTING IN EVERY stage of an associate's professional life. We take a comprehensive view of the career life cycle, beginning with our investment in talented graduates via our training contract, which is designed to provide trainees with all the knowledge and skills they need to become a successful associate at the firm. Once qualified, associates can expect to receive similarly high levels of guidance and support as we advance their professional growth through high-quality development and retention programmes. In this way, we promote a community of associates dedicated to providing the highest level of client service while maintaining strong bonds across practice groups and geographies.

Within such an environment, we support associates with training geared to their career stage. We also demonstrate our dedication to supporting associates 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.

## Investing in Every Stage of Our Lawyers' 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.

■ **ROPES & GRAY** is a great place for aspiring associates to start their careers. Our small trainee intake means we can offer challenging work and the opportunity to assist in the end-to-end process of complex transactions at an early stage. Balanced with our “open door” policy and nonhierarchical culture, Ropes & Gray is the ideal platform for trainees to launch their legal careers. Trainees at Ropes & Gray can expect to work on groundbreaking, international deals for clients, while benefitting from the teamwork, mentoring and client contact that comes with a smaller office.

■ **OUR LONDON OFFICE** has introduced a new contextual, CV-blind process as part of trainee recruitment to ensure that all applicants are assessed on their merits, not their backgrounds. The new-look recruitment programme incorporates a contextual recruitment tool developed by the diversity organisation Rare, which places candidates' academic achievements in context with their socioeconomic background. Under this system, recruiters and partners who are assessing applicants will only know the candidates' names and will not have seen their CVs, so candidates' backgrounds are not factored into the assessment.

■ **OUR FIRM** is committed to helping our associates enrich

their legal skills with a truly global mindset. Lawyers who join the firm may participate in our GO (Global Opportunity) programmes. Associates 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 programme, our associates also have the opportunity to gain in-house experience at one of our clients. Our associates learn firsthand about the host organisation's business needs and perspectives, and develop long-lasting relationships that benefit the associate, the client and the firm.

■ **ROPES & GRAY** has a robust off-track programme for associates who want to step off the partnership track either permanently or for a period of time. This offers another avenue through which associates 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. We also host the Alumni Network website to help associates stay connected to friends and former colleagues.

■ **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 the office associate development manager to support each associate's development and advancement. We offer hundreds of training programmes every year, from practice-specific training camps for new associates to associate cohort retreats to management and leadership conferences.

■ **WE RECOGNISE** that a gratifying lifestyle is essential to a flourishing career. To that end, we offer programmes that enable lawyers to practice law at the highest level while maintaining rewarding personal and family lives. Our flexible work arrangements programme helps our associates maintain a work-life balance that maximises both their personal satisfaction and their work product. Associates with flexible work arrangements meet quarterly to share insights, experiences and strategies. In recent years, six lawyers with flexible work arrangements have been promoted to partner. We also offer programs to support physical, emotional and financial well-being that provide confidential assistance with a wide array of personal and family matters.

## Encouraging Diverse Students

**ROPS & GRAY HAS PARTICIPATED** in a broad set of programmes 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 U.S. national nonprofit organisation 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 (SEO)** As part of the firm's London trainee recruitment campaign, we held our first diversity event in partnership with SEO, a professional development and fellowship programme for racial and ethnic minority college graduates who have been accepted to law school. The

event, which included a presentation, panel event, negotiation workshop and reception, offered students from disadvantaged backgrounds the chance to learn about professional life at a large law firm and the opportunities afforded by a career in law.

- **LEGAL MENTORSHIP PROGRAMMES** Ropes & Gray is collaborating with a client to develop a legal mentorship programme 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 disadvantaged communities opportunities to learn about law practice, professional life at a large law firm and opportunities offered by a career in law.

### ■ **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 honours the memory of our first African American partner, a pioneer of our inclusion efforts.

### ■ **LAW SCHOOL DIVERSITY JOB FAIRS**

The firm participates in diversity job fairs such as 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

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

- **ROPS & 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.

- **ROPS & GRAY PROGRAMME 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 lawyers and other support team members to deliver high-quality client service.

Corporate associate and former Programme 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 programme sharpened my mental and organisational skills, taught me how to work with different communication styles, and gave me the confidence to follow up with senior lawyers. 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 programme and paralegal mentorship, amongst 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 Programme and the World Trade Organization*

## Developing Diverse Lawyers

**OUR DIVERSITY COMMITTEE** works with our associate development department to ensure that diverse associates build the skills they need to advance.

“Diversity is part of the fabric of Ropes & Gray,” said Ruchit Patel, the firm’s London trainee recruitment partner. “Our aim in implementing these initiatives is to ensure we support, attract and select the very best talent regardless of background and circumstances.”

The firm’s Diane Patrick Attorney Advancement Fund dedicates £20,000 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, participate in professional organisations and continuing education courses, and travel to other firm offices to build and deepen relationships.

“At Ropes & Gray, the diversity and inclusion and lawyer development teams partner to ensure that diverse lawyers 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 programmes and mentoring so that diverse lawyers gain the skills and experiences necessary to advance to partnership and other senior roles.”

**“Our London office has strong female leadership, which is a testament to the value the firm places on recognizing talent and promoting a diverse and inclusive work environment.”**

—Kiran Sharma,  
international practice group  
co-head and Women’s Forum  
leader in the London office



Alexsandra 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.

## TAKING PRIDE IN OUR FEMALE TALENT

Ropes & Gray's London office has strong female representation across roles and practice groups.

- Women comprise:
  - 46% of partners
  - 40% of counsel
  - 49% of associates
- Our office's international risk team is led by three female partners: Amanda Raad, Judith Seddon and Rosemarie Paul.
- Our office's asset management team is led by two female partners: Eve Ellis and Anna Lawry.
- Six out of seven of our senior private equity associates and counsel are female.
- The London lawyer promoted to partner in 2019 was female: Libby Todd.

## Leading Conversations on Diversity and Inclusion

**ROPS & GRAY** hosts and participates in various diversity-focused events, bringing in renowned speakers, including authors, academics and historians, to lead challenging discussions on civil and political rights, gender, diversity and inclusion.

- In honour 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 Chicago office organised a panel discussion with members of Illinois-based biopharmaceutical company AbbVie's legal team to engage in a dialogue about how to achieve each organisation's common goals around diversity and inclusion.

## Partnering with Out Leadership

**ROPE & 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. Since then, our partnership has expanded significantly. Ropes & Gray served as the sponsor for the organisation's 2018 and 2019 U.S. Summits, which brought together senior leaders from companies that are at the forefront of advancing diversity, inclusion and global equality. Beyond the Summits, Ropes & Gray serves as global pro

*bono* legal partner on Out Leadership's CEO Business Briefs, which provide organisations with comprehensive overviews of policies and regulations in locations where they do business, and is supporting that project's expansion to cover all 50 U.S. states. Ropes & Gray also partnered with Out Leadership to conduct groundbreaking research into global companies' practices regarding LGBT+ self-ID, and helped produce a report that outlines best practices and key considerations for implementing an LGBT+ self-ID programme.



Hiring partner Peter Erichsen delivers remarks at Out Leadership's 2019 U.S. Summit.

**"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 supports the firm's goal of fostering inclusion and development of the

firm's LGBTQ associates; and the Women's Forum, which serves as a valuable resource for women associates.

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



Women asset management partners with firm leaders and Women's Forum co-chairs.

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

## Aiding empowerHER

**ROPS & GRAY** has supported the work of empowerHER, a nonprofit organisation 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 U.S. federal trademark, which enabled the organisation to map out its chapter model expansion. empowerHER currently provides year-round events and a mentorship programme 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 organisation, which recognised her as a role model for professionals who take a career break.

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

**ROPS & 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 lawyers at the firm in her honour.

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 lawyers, especially women.

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

tionships 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 lawyers 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”
- **RECOGNISED** 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**

*Boston Business  
Journal*



*"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



### Vault Rankings 2020

Top rankings for:



**Pro Bono**



**Diversity**



**LGBTQ**



**Women**



**Racial Minorities**

# \$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



**5**  
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

*“Pro bono is a fundamental part of the firm’s culture and legacy, and it defines part of what it means to be a Ropes & Gray lawyer.”*

—Amanda Raad, litigation & enforcement partner and pro bono co-chair

Ropes & Gray played a pivotal role in the U.S. Supreme Court’s historic *Obergefell v. Hodges* decision—a victory for same-sex marriage.



A large crowd of people is gathered in front of the Supreme Court building, waving numerous rainbow flags. The flags are prominently displayed in the foreground, their vibrant colors contrasting against the clear blue sky. The crowd is diverse, with individuals of various ages and ethnicities. Some people are holding cameras, capturing the moment. The building itself is a classical structure with white columns and a pedimented roof.

## Upholding the Rule of Law

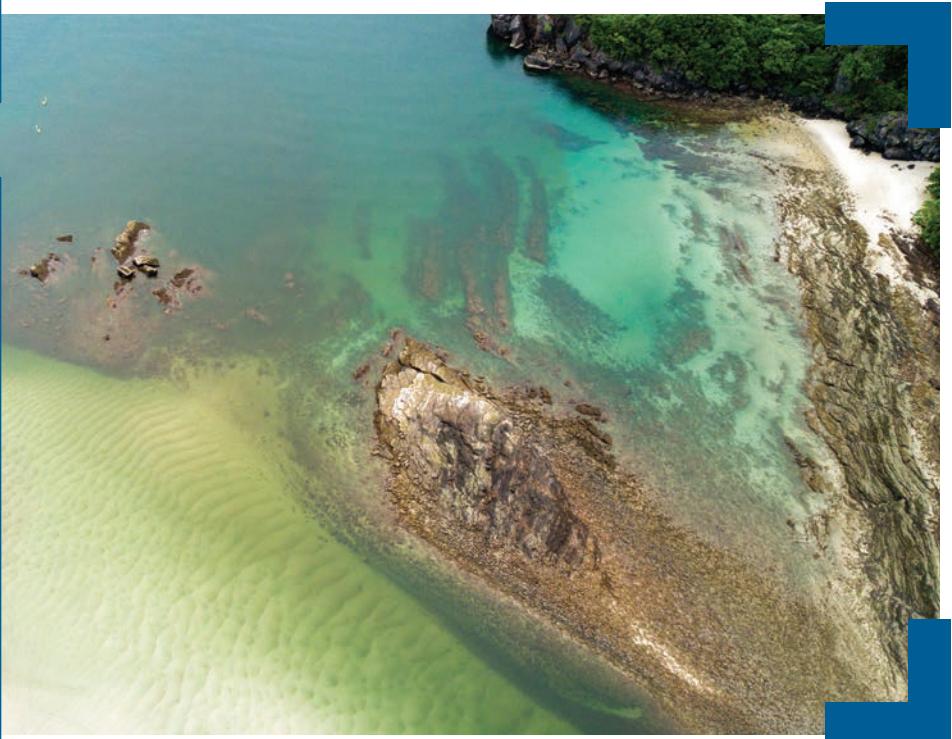
## COMMITMENT TO PRO BONO

**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 American 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 lawyers, 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 organisations, Ropes & Gray provides access to justice and ensures equal application of the rule of law to all.

"We are extremely proud of the key role that Ropes & Gray's London office plays in donating *valuable and ongoing pro bono work* to the London community."

—Felicity Kirk,  
international pro bono



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

## Helping Undocumented Children Apply for Citizenship

**MANY UNDOCUMENTED CHILDREN** in the United Kingdom have an entitlement to register as British citizens, but they cannot afford to pay the large fee for citizenship applications. Frequently, these children face significant difficulties in their lives due to learning disability, illness or poverty.

To address the gap between the tens of thousands of children with legal entitlement to British citizenship and the number who apply in practice—under 2,000 per year—Ropes & Gray's London office helped to found the Kids in Need of Defense UK programme to

help undocumented minors regularise their immigration status with the Home Office, the UK ministerial department responsible for immigration. Ropes & Gray lawyers have worked with this vulnerable group since 2017, taking on cases for eight children and their families, with a 100 percent success rate. The programme has now grown to involve seven other firms.

The programme model involves providing training to a volunteer lawyer, who then meets the client and family together with the programme supervising lawyer, an immigration

specialist from Islington Law Centre, who provides ongoing support on all aspects of the application. We ensure that applications are centred on the rights of the child, that their life in the United Kingdom is evidenced and explained, and that their voices are heard throughout the application process. Our *pro bono* teams work hard to establish a rapport with their clients, making parents feel welcome in their offices and ensuring that the applications they make on behalf of families are well evidenced and convincingly argued.

## 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 naturalisation,

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

Other companies and organisations we have partnered with 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 organisation 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 lawyers to Africa to help train local justice officials. Firm lawyers from across global offices participated in a

five-day interpersonal and gender-based violence training program in Namibia. In November 2018, Ropes & Gray lawyers 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 lawyers returned to Kenya in 2020 to continue this vital work.



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

## Assisting and Protecting Human Trafficking Victims

ROPS & GRAY'S *pro bono* collaboration with the Human Trafficking Legal Center has enabled important work on behalf of trafficking victims. At the systemic level, the firm has helped the Human Trafficking Legal Center 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 organisation. 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. Favourable settlements for these clients can involve possible tax consequences, so the firm has mobilised tax lawyers to help survivors manage the tax consequences of trafficking-related offences 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.

Separately, lawyers from the firm's Hong Kong office have advised Liberty Shared (previously Liberty Asia) on the development of a litigation hub to provide a regional resource to help fight human trafficking. They have developed trainings for nonprofit organisations and others on investigations into trafficking and exploitation.



Ropes & Gray's London office works with the Centre for Criminal Appeals to fight miscarriages of justice in the United Kingdom.

## Championing Criminal Justice Reform

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

For the past three years, a team of lawyers in Ropes & Gray's London office has been working 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 organisation'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. Some of these sessions were designed specifically for the children affected by these issues.

The firm also supports 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.

"Ropes & Gray's support has been of great assistance in advancing our mission of fighting miscarriages of justice in England and Wales. The *pro bono* casework put in by the firm's staff has been of excellent quality and helped us get *tangibly closer to winning justice for wrongly convicted prisoners.*"

—Suzanne Gower,  
managing director at the  
Centre for Criminal Appeals

## Assisting Nonprofits and Small Businesses

BY PROVIDING *pro bono* legal assistance to nonprofits in disadvantaged 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 into disadvantaged communities, empowering families and individuals and supporting local growth. Working with local legal service providers in the cities where the firm has a presence, Ropes & Gray lawyers help form new nonprofit and for-profit entities, file for tax-exempt status for nonprofits, review and update corporate governance documents, help with mergers between nonprofits, draft and negotiate contracts, and assist with real estate matters.

## Guiding the Next Generation of Tech Entrepreneurs

**ROPS & GRAY** is 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 Centre. 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 organisation's

"StreetLAB" programme. 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.

Ropes & Gray regularly volunteers to host and feature firm speakers at clinic classes on entrepreneurship law and other topics. In November 2019, Ropes & Gray lawyers began a partnership with in-house lawyers at Bloomberg to collaborate on delivering this programme.

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

**ROPS & GRAY** devotes considerable attention to the plight of immigrants and refugees, offering *pro bono* legal help to individuals and families facing chaos and uncertainty.

The firm launched the Immigration Forum to bring together nearly 450 firm lawyers committed to providing *pro bono* asylum and other immigration services. In response to the U.S. presidential executive order restricting travel from seven countries and halting refugee admissions, the Forum quickly mobilised lawyers to provide immigration assistance at airports across the United States. Volunteers

spoke to family members waiting in the international flight arrivals halls. We also helped several of our longstanding *pro bono* partners, such as the American Civil Liberties Union and International Refugee Assistance Project, litigate the so-called travel ban. With events moving quickly and unpredictably, our lawyers and paralegals in the United States and Asia took on around-the-clock shifts to conduct legal research and write briefs and memoranda of support.

Ropes & Gray lawyers and support team members also travelled to Texas to work with detained immigrants separated from their children.

The firm's team worked with three nonprofits—the Texas Civil Rights Project, Kids in Need of Defense (KIND) and RAICES—to advise clients on all aspects of their immigration cases, including credible fear interviews and proceedings before immigration judges. In all, the firm represented more than 30 families from the Port Isabel and Karnes detention centres 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.



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

## Protecting the Outcome of *Obergefell*

**ROPE & 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 lawyers 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 favourable results protecting the rights of LGBTQ individuals residing in the states of Arizona, Arkansas, Utah and Mississippi, amongst 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 HONOUR 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"
- Lawyers Alliance for New York honoured Ropes & Gray with the Cornerstone Award, its highest *pro bono* honour
- 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 recognised 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* recognised 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 Djaha,  
Ropes & Gray  
managing partner

Ropes & Gray donated 20 bicycles to Qhubeka, an organisation working to bring bicycles to the women of rural Africa to allow them to put their skills to use and generate an income. In exchange for the bicycles, the women produced colourful blankets, scarves and beanies.



## Volunteering in Our Communities



**“Giving back is a cornerstone of Ropes & Gray’s mission. We strive to serve our communities with the same passion and intensity as we serve our clients.”**

—Will Rosen, private equity transactions partner



The London office participated in the London Legal Walk to support charities that provide free legal advice in London and the South East. In 2019, 15,000 people took on 10k for Justice, raising a record-breaking £890,000.

## SUPPORTING COMMUNITIES AND CAUSES

**R**OPES & GRAY DEDICATES TIME, ENERGY AND RESOURCES to serving local communities. Our approach involves mobilising 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 organisations 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.

## Empowering the Homeless with West London Mission Seymour Place

**WEST LONDON MISSION** Seymour Place is a charity with a clear mission statement: “to empower people affected by homelessness, poverty and trauma to make positive changes in their lives.” To further this mission, Ropes & Gray’s London office has offered support on projects such as CV writing classes and practice interviews for WLM Seymour Place’s clients, and assisted the organisation through *pro bono* work. In addition, the firm has collaborated with the organisation on fundraising activities, such as a mass sleep-out on the streets of London. Volunteers also help with cleaning and running

the centre and preparing and serving meals to clients.

“After taking a poll of the entire office, asking what type of charity we wanted to work with, we chose supporting people less fortunate than ourselves,” said London-based data, privacy & cybersecurity partner Rohan Massey. “One of the reasons we chose WLM Seymour Place is its approach to corporate relationships. We wanted to work in partnership with a charity, and to involve our business support team and lawyers over a period of time, rather than just donate money or volunteer for a one-off project.”

## Assisting at a Local Job Training Centre

**MEMBERS OF** Ropes & Gray’s Seoul office organised a day of volunteering at a vocational training centre 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 centre is operated by the Korea Association of Persons with Physical Disabilities and provides job training for people with special needs. Participants receive individualised rehabilitation, counselling and guidance, training, job placement, and services to support job retention.

## Racing to Support Nonprofits

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

Our lawyers—often joined by family, friends and firm alumni—participate in annual fundraising events such as the J.P. Morgan Corporate Challenge, the Boston Athletic Association (BAA) Half Marathon, the Pan-Mass Challenge, the Lawyers Have Heart 10k Race and 5k Run & Fun Walk, the Mother’s Choice Walkathon, the Standard Chartered Great City Race, and



the London Legal Walk.

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

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

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

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

## Creating Opportunities Through Education

**ROPE & GRAY** believes that education is the gateway to personal and career growth. To that end, the firm partners with organisations 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 programme 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 programme, we hope to offer the participants valuable experience they can use to generate future career opportunities.

- The firm has an ongoing partnership with SMART, a programme that offers low-income students in San Francisco access to educational resources, with the firm sponsoring the annual SMART Goes to College event. In 2019, the San Francisco office welcomed SMART Scholars Isabella Morales and Hector Castro Noguez for summer internships. Isabella and Hector supported the

operations and facilities teams.

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

## Fighting Hunger in New York

**IN NEW YORK CITY**, approximately 1.4 million people struggle to put food on the table, relying on soup kitchens and food pantries for their next meal. To help in the fight against hunger, Ropes & Gray's New York office has joined forces with Food Bank For New York City. The partnership falls under Food Bank's Justice Served campaign, the organisation's platform for the legal community.

In the three years since Ropes & Gray joined Justice Served, the firm has raised the equivalent of more than 400,000 meals for individuals and families in New York as part of annual fundraising campaigns. Beyond donations, lawyers and support team members have devoted hundreds of hours to volunteering, including *pro bono* income tax assistance and trips to Food Bank's Bronx warehouse and its food pantry in Harlem.



Ropes & Gray volunteers at Food Bank's Harlem pantry.

The need for support has been more immediate and critical than ever, as the federal government shutdown that started in late 2018 disrupted an already fragile emergency food network. Thousands of furloughed government employees and contractors found themselves confronting hunger for the first time. In addition, federal Supplemental Nutrition Assistance Program (SNAP) benefits were paid “off-cycle,” so the 1.6 million New Yorkers who

rely on SNAP had to make their February disbursement last up to six weeks. Even worse, this “SNAP gap” occurred during the public school winter break, when children lost access to free meals.

These developments stretched Food Bank's resources to the limit. To help, Ropes & Gray raised the equivalent of 135,000 meals and contributed 500 hours of volunteer time in 2019.

“Hunger is an issue faced by too many people in New York, but Food Bank effectively combats this problem while preserving the dignity of New Yorkers needing help,” said managing partner David Djaha, who leads the firm's activities for the organisation. “The time, energy and resources we devote to Food Bank contribute to providing healthy meals around our city. We're proud to help.”



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 organisation working to bring bicycles to rural communities in Africa, on the organisation's "Blankets for Bicycles" programme, a work-to-earn programme through which craftswomen earn Qhubeka bicycles by crocheting various handmade products. The programme 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 colours.

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."

### 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 organisations 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

### 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 organisations. 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 BECHICK** 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
- **JULIE JONES** Brigham and Women's Hospital

*Continued on page 35*

### 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, aluminium, 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 minimise water consumption. We purchase Energy Star-rated computers and office equipment, and printers are configured to print double-sided by default. Ten of our 11 offices are located in areas that are easily served by public transportation. And 83 percent of our real estate portfolio is powered by 100 percent renewable electricity.

We commemorated the firm's 150th anniversary with a gift of 150 red oak trees to the Emerald Necklace Conservancy, a nonprofit organisation 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. During construction we:

- Diverted more than 75% of construction waste and debris to recycling plants and away from local landfills.
- Implemented an indoor air-quality management plan for the entire space that protected all air distribution from construction debris.
- Used glass walls in exterior and interior offices and conference rooms to maximise natural light.
- Installed low-flow plumbing fixtures, which have reduced our water usage by more than 40% below established industry standards.
- Applied low VOC materials, adhesives and sealants, paints and coatings, which do not release harmful gas chemicals.
- Used recycled materials to reduce the need to harvest, mine and manufacture virgin components.
- Installed carpets certified as Green Label Plus, which do not emit harmful byproducts.
- Used wood from certified responsibly managed forests that prohibit mass forest cutting and support reforestation efforts.



Ropes & Gray lawyers and support team members volunteered to help maintain parks and nature preserves in many of our communities.



## A Legacy of Service

**ROPES & GRAY'S HERITAGE** reflects a dedication to social responsibility, beginning with the pro-abolition activities and U.S. Civil War service of our founders and their families. During the war, firm co-founder John Codman Ropes worked tirelessly at *pro bono* efforts on behalf of the men of his brother's regiment, the 20th Massachusetts Volunteer Infantry. After founding Ropes & Gray with John Chipman Gray in 1865, an energetic pursuit of freedom and equality became embedded in the firm's DNA.

While the initiatives touched upon in these pages are part of an ongoing commitment to social responsibility that spans more than 150 years, we consider this work to be foundational—that is, as our firm expands globally and our business strategy evolves, we strive to stay mindful of the lessons from our mission of performance and purpose, and apply what we learn to serving more organisations, communities and individuals.

Here's to our shared future.

*Continued from page 34*

- **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 WARNEKE** 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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