

2022 D.C. Bar

**Pro Bono
Initiative Report**



An Overview of Pro Bono in D.C.

OUR MISSION

The Pro Bono Initiative's mission is to improve and expand the delivery of pro bono legal services in the District of Columbia. Signatory Firms agree to:

1. Set a minimum pro bono goal for the firm's D.C. office (3% or 5% of total client billable hours, or alternatively, an average of 60 or 100 hours per lawyer each year).
2. Achieve the pro bono goal.
3. Sign up for, and/or develop, specific pro bono opportunities that help D.C.'s low-income population.
4. Report the firm's D.C. office results to the D.C. Bar Pro Bono Center.

OUR BACKGROUND

The D.C. Bar Pro Bono Initiative is a unique, aspirational pro bono standard for D.C. firms.

In 2001, 41 of the District's largest law firms joined the D.C. Bar Pro Bono Initiative ("Initiative") and pledged to provide pro bono legal services at specified levels.*

The number of Signatory Firms has varied over the years, due in part to mergers. Peak participation occurred in 2009 when all Signatory Firms responded to the survey.

In May 2023, the D.C. Bar Pro Bono Center circulated a survey to the (now) 66 Signatory Firms, gathered survey responses, and aggregated the statistics in this report. This reporting year, 62 Signatory Firms responded to the survey, at least in part.** This response rate is four percent lower than the previous year.

*The Initiative's standards were created by, and are used with permission from, the Pro Bono Institute and modeled on the Institute's Law Firm Pro Bono Challenge®: <http://www.probonoinst.org/resources/what-counts/>. The D.C. Bar Pro Bono Center thanks the Pro Bono Institute for permission to use and affiliate with the Law Firm Pro Bono Challenge®. The Law Firm Pro Bono Challenge® name is the property of the Pro Bono Institute and may not be further used or cited, in whole or in part, without prior written permission from the Pro Bono Institute.

** Some firms have policies against providing information on their number of billable hours. As was the case in previous years, not all firms responded to all questions.



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2022 Reporting Signatory Firms

The Pro Bono Center thanks the 62 Signatory Firms whose commitment to pro bono service is reflected in this Pro Bono Initiative Report.

Akin Gump Strauss Hauer & Feld LLP	Fried, Frank, Harris, Shriver & Jacobson LLP	O'Melveny & Myers LLP
ArentFox Schiff LLP	Gibson, Dunn & Crutcher LLP	Orrick, Herrington & Sutcliffe LLP
Arnold & Porter	Goodwin Procter LLP	Paul Hastings LLP
Baker Botts L.L.P.	Hogan Lovells US LLP	Perkins Coie LLP
Ballard Spahr LLP	Holland & Knight LLP	Pillsbury Winthrop Shaw Pittman LLP
Beveridge & Diamond P.C.	Hughes Hubbard & Reed LLP	Ropes & Gray LLP
Blank Rome LLP	Hunton Andrews Kurth LLP	Shearman & Sterling
Bryan Cave Leighton Paisner LLP	Jenner & Block LLP	Sidley Austin LLP
Cleary Gottlieb Steen & Hamilton LLP	Jones Day	Skadden, Arps, Slate, Meagher & Flom, LLP
Cooley LLP	K&L Gates LLP	Squire Patton Boggs
Covington & Burling	Kelley Drye & Warren LLP	Steptoe & Johnson LLP
Cozen O'Connor	Kilpatrick Townsend & Stockton LLP	Venable
Crowell & Moring LLP	King & Spalding LLP	White & Case LLP
Davis Wright Tremaine LLP	Kirkland & Ellis LLP	Wiley Rein LLP
Debevoise & Plimpton LLP	Latham & Watkins	Williams & Connolly LLP
Dechert LLP	Mayer Brown	Wilmer Cutler Pickering Hale and Dorr LLP
Dentons US LLP	McDermott Will & Emery LLP	Winston Strawn
DLA Piper	Miller & Chevalier Chartered	Zuckerman Spaeder LLP
Epstein Becker & Green, P.C.	Mintz	
Eversheds Sutherland	Morgan Lewis and Bockius LLP	
Faegre Drinker	Morrison & Foerster LLP	
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Nixon Peabody	



2022 Executive Summary

The 2022 Pro Bono Initiative Report examines the 2022 calendar year pro bono performance of reporting firms signing on to the D.C. Bar Pro Bono Initiative. Signatory Firms have committed to contribute 3% or 5% (or alternatively, 60 or 100 hours per attorney) of their annual total paying client billable hours to pro bono activities and to report their performance to the D.C. Bar Pro Bono Center each year.

Overall Performance

Sixty-two firms reported performing an aggregated total of 914,109 hours of pro bono work in 2022. This is a decrease of an average of more than 1,300 pro bono hours per firm compared to the 2021 survey results.

Attorney Participation

The percentage of attorneys engaged in pro bono increased in 2022. The participation rate was 80% in 2022, up 4% from 2021. The total number of attorneys participating in pro bono was 9,333, almost equal to the number participating in 2021.

Pro Bono for D.C. Residents of Limited Means

In 2022, firms devoted approximately 363,548 pro bono hours (or 40% of total pro bono hours) to serving D.C. residents of limited means or organizations that serve them. This is a decrease from 2021, when 46% of total pro bono hours was devoted to D.C. residents of limited means. Additionally, the 2022 results are a significant decrease from 2020, when 52% of pro bono hours was devoted to serving D.C. residents of limited means.

Innovative Activities

23 firms reported engaging in one or more new pro bono activities in D.C., including:

- A partnership with corporate in-house department (12)
- A D.C. office-wide signature project (2)
- A rotation/fellowship/externship program (6)
- Other D.C.-based activity or project (11)



2022 Highlights

4.44%

Average Reported Pro Bono Hours as
a Percentage of Billable Hours

914,109

Total Pro Bono Hours in 2022

80%

Attorney Participation in Pro Bono

40%

Pro Bono Percentage Devoted to
D.C. Residents of Limited Means or
Organizations that Serve Them

98

Average Pro Bono
Hours Per Attorney

2022 Initiative Performance Data

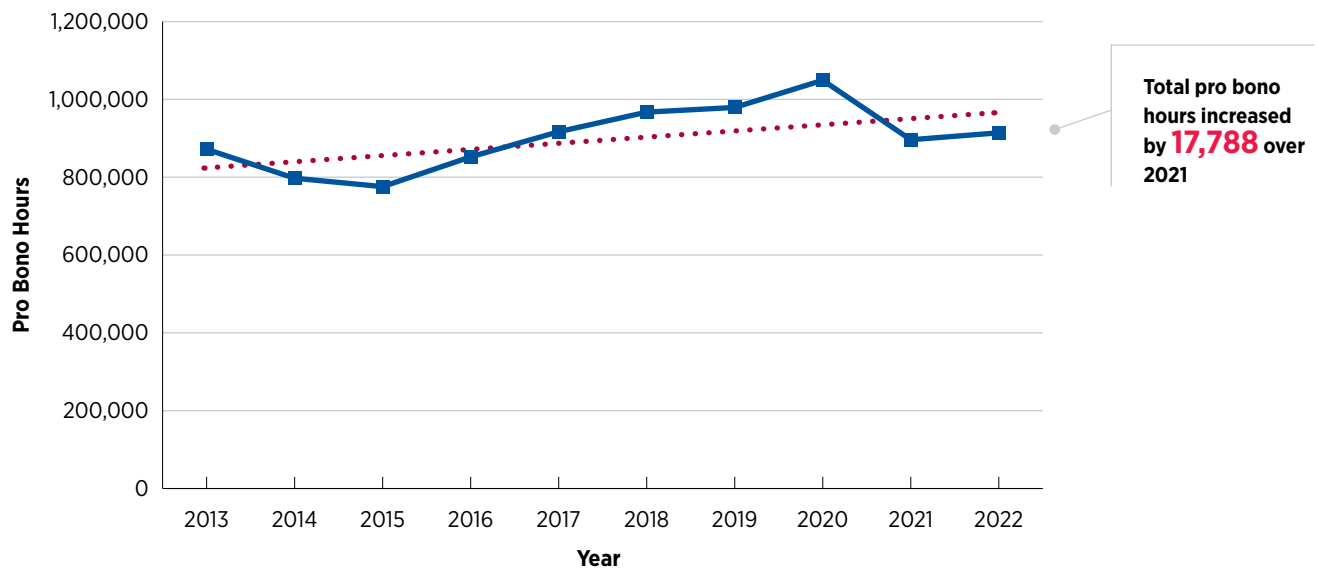
BIA COURT OF APPEALS

Total Pro Bono Hours

In 2022, 62 firms performed an aggregated total of **914,109 hours** of pro bono service. Total pro bono hours increased by 17,788 over 2021, when 67 firms reported 896,321 aggregated pro bono hours.

In a year-to-year comparison, the 62 firms that provided both their 2021 and 2022 figures reported a **4% increase in 2022**.

Number of Pro Bono Hours by Year

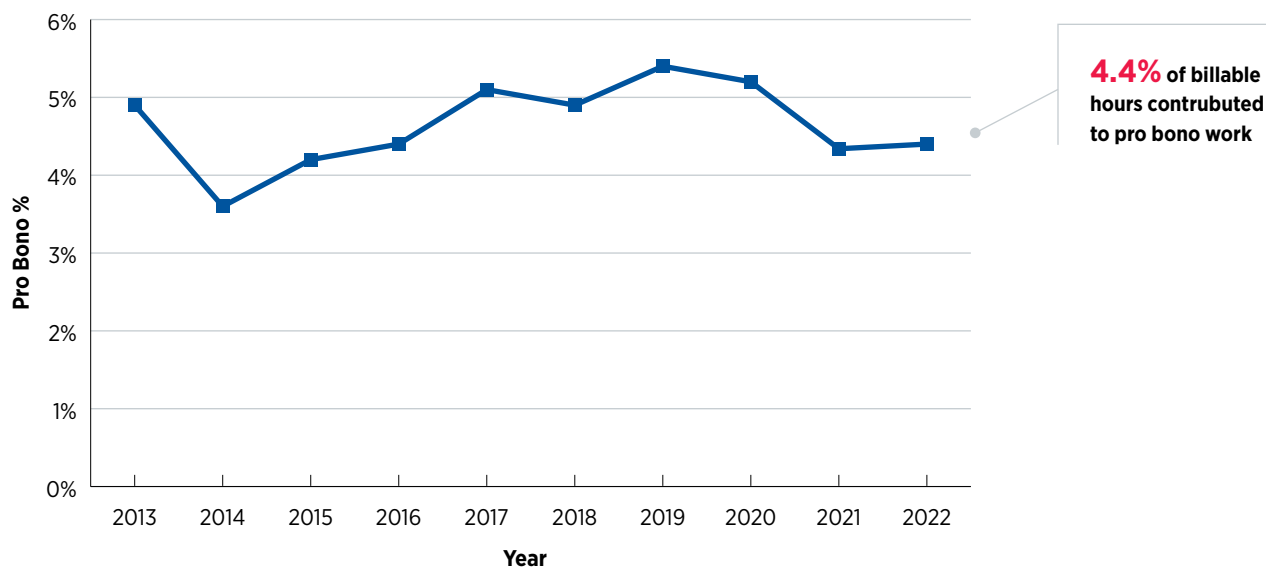


Average Pro Bono Percentage

In 2022, 56 of the 62 reporting Signatory Firms provided enough information to verify whether they achieved the 3% or 5% benchmarks set by the Initiative.

Viewed as a percentage of total paying client billable hours, the 56 Signatory Firms reporting this metric contributed an average of **4.4%** of their billable hours to pro bono work, a very slight increase over the previous year's results of 4.3%.

Average Pro Bono Percentage by Year



Twenty-four reporting firms contributed between 3% and 4.9% of their billable hours to pro bono work in 2022—meeting or exceeding the first benchmark of 3% set by the Pro Bono Initiative. This is a negligible decrease of 3 firms from 2021.

Nineteen reporting firms, up from sixteen, contributed 5% or more of their billable hours to pro bono work

in 2021—meeting or exceeding the highest benchmark set by the Pro Bono Initiative. Two firms contributed more than 10% of their billable time to pro bono work in 2022, compared to 3 firms in 2021.

Fourteen reporting firms did not meet either benchmark in 2022, compared to sixteen reporting firms in 2021.

Distribution of Pro Bono Percentages

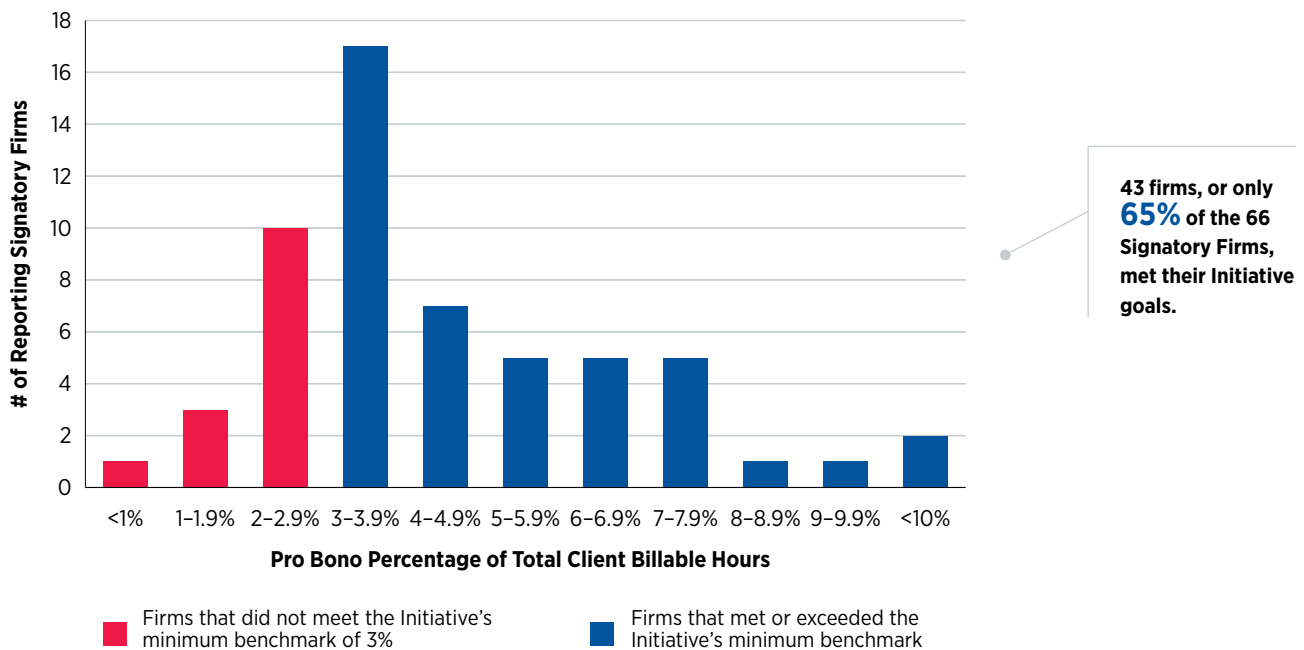
In 2022, 57 of 62 reporting Signatory Firms provided enough information to ascertain their percentage of total client billable hours dedicated to pro bono work. The chart below reflects the pro bono percentage distribution of those 57 firms.

Forty-three of the 57 Signatory Firms providing their percentage of pro bono hours devoted at least 3% of their client billable hours to pro bono service. Two of those firms reported dedicating more than 10% of

paying client billable hours to pro bono work, demonstrating outstanding commitment to pro bono service.

The chart, however, also shows that 14 firms did not meet the Initiative's minimum benchmark of 3%. And because four Signatory Firms did not respond to the 2022 survey and five reporting Signatory Firms did not respond to this question, we can only document that 43 firms, or 65% of the 66 Signatory Firms, met their Initiative goals.

Pro Bono Percentage Distribution

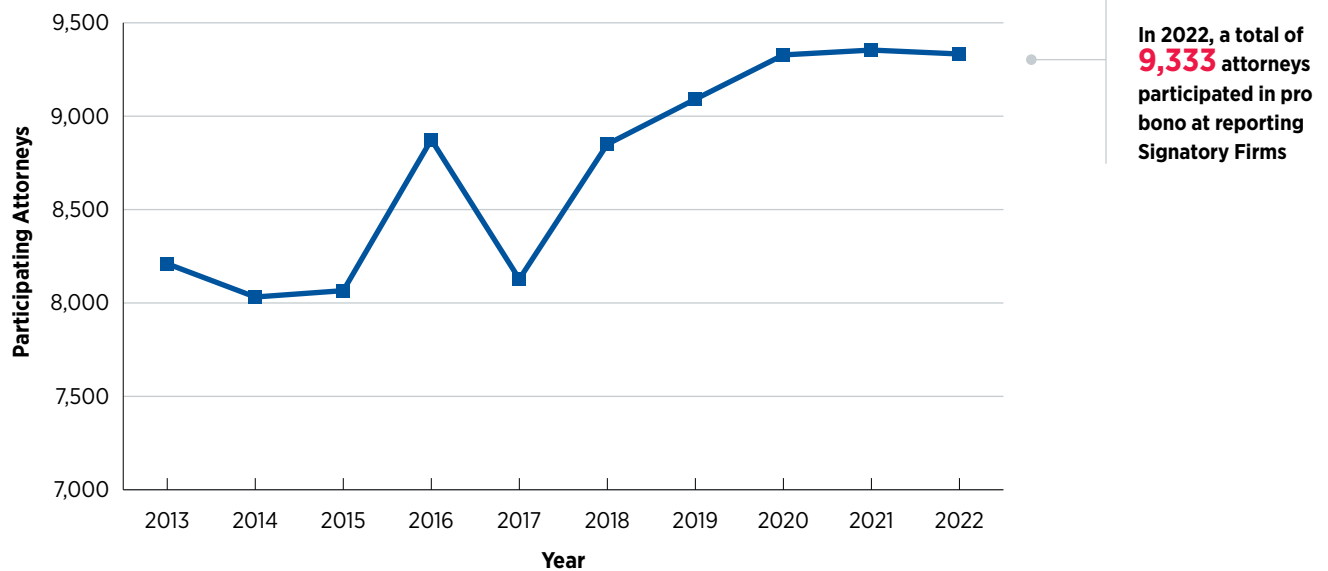


Attorney Participation in Pro Bono Service

In 2022, Signatory Firms reported 11,684 attorneys in their D.C. offices, a decrease of 679 from 2021. The number of attorneys participating in pro bono legal work also decreased between 2021 and 2022.

In 2022, **9,333 attorneys** participated in pro bono at reporting Signatory Firms, including 3,029 partners, 4,839 associates, 1,017 counsel, and 448 staff and other attorneys. This is just slightly below the total of 9,354 attorneys at reporting Signatory Firms who participated in pro bono in 2021.

Attorney Percentage

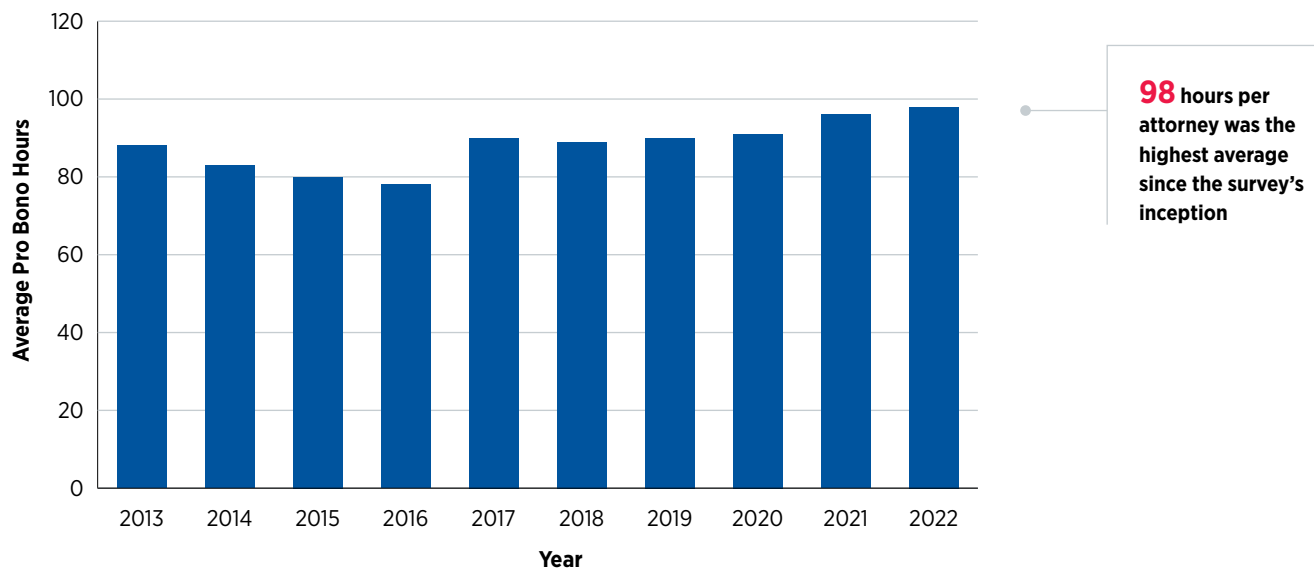


Approximately 80% of attorneys in the reporting firms participated in pro bono work in 2022, an increase of 4%.

Average Pro Bono Hours Per Attorney

2022 was the highest reported average number of pro bono hours with 98 hours attributed per attorney. This is a 2 hour increase from last year.

Pro Bono Hours Per Attorney



Service to D.C. Residents of Limited Means or Organizations that Serve Them



In 2022, **43 firms** reported **363,548** actual or estimated hours of pro bono service to D.C. residents of limited means or the organizations that serve them. That compares to 45 firms that reported 413,258 actual or estimated hours in 2021.



Approximately **40%** of all pro bono time in 2022 was devoted to D.C. residents of limited means or organizations serving them, and 28 of the 43 Signatory Firms reporting this number dedicated at least 50% of their pro bono hours to D.C. residents of limited means or organizations that serve them. Sixteen of the 62 reporting firms did not report this number, so we cannot discern whether Signatory Firms on the whole devoted a majority of their pro bono time to D.C. residents of limited means.

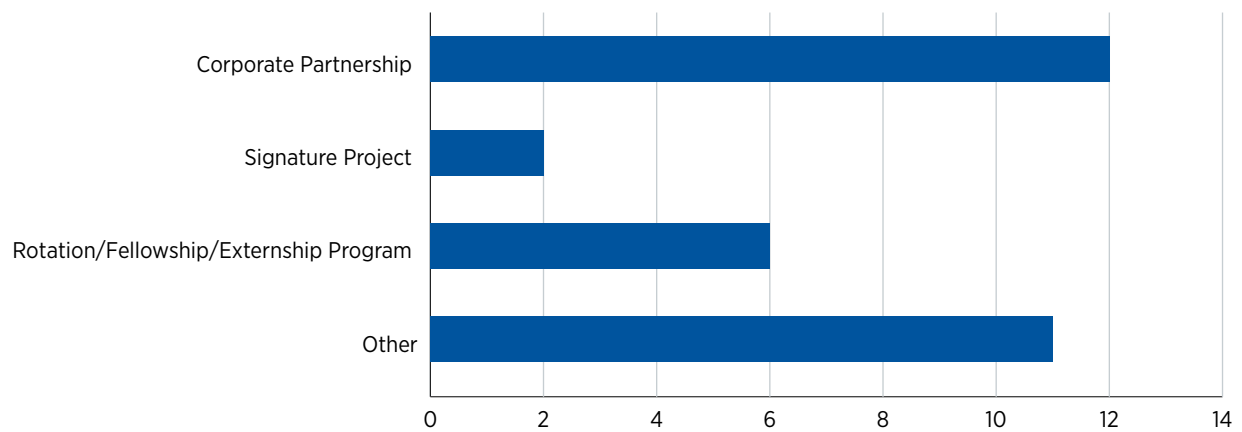
Innovative Pro Bono Activities

In 2022, 23 Signatory Firms reported meeting the Initiative goal of undertaking or increasing their involvement in one or more pro bono activities or projects in D.C. to increase their pro bono legal service to our community.

The following reflects the number of innovative pro bono activities undertaken in 2022:

- Corporate Partnership (12)
- Signature Project (2)
- Rotation/Fellowship/Externship Program (6)
- Other (11)

Number of Innovative Pro Bono Activities in 2022



Examples of Law Firm Innovative Activities

The following are examples, represented with permission from each firm, of innovative pro bono activities addressing the needs of our community that the Signatory Firms undertook in 2022:

Cleary Gottlieb Steen & Hamilton LLP

Criminal justice and policing reform are longstanding pillars of Cleary's pro bono practice. In our DC office, this past year, we launched a co-counseling relationship with the Washington Lawyers' Committee for Civil Rights and Urban Affairs to help advocate for changes to how Special Police Officers (SPOs) are deployed in the District of Columbia. Our work includes filing a complaint on behalf of a client who alleges his constitutional rights were violated by SPOs who stopped, searched, physically assaulted, and arrested him in front of his young children.

In 2021, our client, Mr. R, and his three young children were leaving Mr. R's mother's apartment complex when Mr. R's car was stopped by a group of SPOs. After refusing to provide his identification, Mr. R was forcibly dragged from his car, choked, handcuffed and searched without consent, all the while fearing for his life and the lives of his children.

We began working with Mr. R in May 2022 and filed suit against the defendants (the SPO employers, the housing complex, and individual SPOs) in December 2022, alleging that SPOs lacked the legal authority to stop and arrest Mr. R, and that their use of force against him was excessive and unreasonable.

Cleary is pursuing this case in order to create positive change with respect to oversight and accountability of SPOs. In this case, the SPOs are employed by a private firm appointed by the Mayor and are thus not subject to the standards of transparency and accountability imposed on DC's Metropolitan Police Department, who are employed by the government. Through litigating Mr. R's case, we hope to shine a brighter light on the abuses and injustices perpetuated by DC's SPOs, as well as seeking appropriate restitution for our client and his family.

CLEARY GOTTLIEB

Crowell & Moring LLP

Crowell has launched several initiatives to collaborate with firm clients on pro bono projects. Notably, we have worked with Accenture's General Counsel office and Lutheran Social Services of Northern Virginia to host three limited scope representation one day clinics for Afghan refugees in the D.C. Metropolitan area. Through these clinics, attorneys from Crowell, Accenture and Marriott were paired to assist refugees on their pro se asylum applications. In some instances, we have expanded the representation beyond the one-day clinic to assist the refugee with further matters relating to their asylum claim. Through these clinics, Crowell and Accenture have helped over a dozen Afghan refugees file their pro se asylum applications and taken on close to ten direct representations.



Hogan Lovells US LLP

Through our continued commitment to both Advancing Racial Justice and DC Represents, Hogan Lovells has sought to ameliorate some of the biggest challenges in our community.

We are committed to breaking down the deeply rooted, systemic barriers in society that profoundly impact people of color by focusing on combating discrimination in the areas of housing and economic justice, criminal justice, and voting rights. In particular, we focused in 2022 on the legal needs of our neighbors by representing families in housing conditions cases; assisting survivors of domestic violence with seeking civil protection orders; serving as guardians ad litem for children; and assisting individuals with sealing their criminal records.

Below are some examples of our work to help the D.C. community in 2022:

- We helped a young woman who was sexually assaulted and extorted by an older man in a position of power to deliver a victim impact statement at her abuser's criminal sentencing hearing. The judge found that the severity of the defendant's crimes and the impact they had on our client weighed in favor of incarceration and sentenced him to 30 months in prison.
- We successfully assisted a number of clients in obtaining civil protection orders, including a domestic violence victim who feared turning over four puppies to her abuser because he had threatened to kill them.
- We won a significant victory for a client whose mother's estate (and her current home) was subject to a D.C. Medicaid lien, which D.C. waived in full.
- We assisted a tenant who became homeless after a gas explosion rendered her building uninhabitable. The team encountered many hurdles throughout our representation, but ultimately were able to negotiate with the landlord's counsel—an insurance company—for a cash award, waiver of all claims, and termination of the landlord-tenant relationship.
- We represented a gay Asian man and his elderly parents in their efforts to seek justice after they were brutally assaulted in a hate crime in their own neighborhood.
- We assisted a patient at St. Elizabeth's Hospital — Washington D.C.'s oldest public psychiatric hospital — in challenging her illegal seclusion, physical restraint, and involuntary medication by hospital staff who overreacted to her behavior.
- We filed an amicus brief in D.C. District Court in support of the constitutionality of Washington, D.C.'s ban on firearms on the Metro transit system.
- Our Privacy & Cybersecurity team developed a program to deliver in schools about the data ecosystem and how a simple social media post can adversely affect their futures.
- Our D.C. office hosted 18 Afghan clients and their interpreters for an in-person asylum declaration workshop, where volunteers helped to draft and revise statements of fact to accompany the clients' 1589 affirmative asylum applications.
- Our Schedule H clinic served 19 clients and produced more than 40 applications for the D.C. property tax credit.

The logo for Hogan Lovells, featuring the name "Hogan Lovells" in a white serif font centered within a solid green square.

Gibson, Dunn & Crutcher LLP

Discrimination and prejudice against Asian American and Pacific Islander (AAPI) communities is not a new phenomenon. However, the COVID-19 pandemic brought with it a surge in anti-AAPI harassment and hate crimes, with some institutions estimating a 124% increase in hate crimes between 2020 and 2021, followed by an even steeper 339% increase between 2021 and 2022.

In 2021, in the face of surging anti-AAPI hate crimes across the country, Gibson Dunn partner Debra Wong Yang and four other prominent attorneys in the AAPI legal community, along with additional Fortune 1000 General Counsels and over 40 law firms, founded the Alliance for Asian American Justice. Recognizing the deep-seated barriers to justice preventing victims of anti-AAPI hate from holding their attackers accountable, Yang and others created the Alliance to stand up for victims and prevent future acts of anti-AAPI hate.

In particular, the Alliance connects victims of anti-AAPI hate with law firm resources provided on a pro bono basis in an effort to combat the historical marginalization in the legal system of low-income and under-represented AAPIs. Through the Alliance, attorneys across the country have provided pro bono legal counsel in civil litigation for victims of anti-AAPI hate, worked with law enforcement to ensure that perpetrators are held accountable, and identified additional specialized services, including social services and other community support, to assist victims in navigating these ordeals.

In 2022, for example, attorneys in the firm's DC office represented two Korean American women in Baltimore, Maryland, who were beaten by a man with a cinder block as the women tried to close their liquor store. The team coordinated with law enforcement to hold the perpetrator accountable and give voice to the victims of the crime.

GIBSON DUNN

Reflections



Pro bono trends were generally positive for D.C. law firms amid the pandemic. D.C.'s legal community stepped up in the face of an unprecedented health crisis.

Notable Trends in 2022



D.C. law firms contributed over 914,000 hours of pro bono service in 2022, slightly above the 896,321 reported in 2021, but well below the 1,049,139 reported in 2020, the highest number recorded. This is likely due, at least in part, to a decrease in survey participation, with 62 firms reporting compared to 67 firms in 2021 and 65 firms in 2020.



Along with the 2% increase in total pro bono hours, there was a slight increase in the average pro bono percentage from 4.3% in 2021 to 4.4% in 2022. Fifty-seven firms provided this metric in 2022, while 59 provided this metric in 2021.



In 2022, firms reported the highest average pro bono hours per attorney – 98 hours per attorney, up from 96 hours per attorney in 2021. Average pro bono hours per attorney have been between 88 and 98 over the past 10 years.



In 2022, firms reported the lowest percentage of pro bono service to D.C. residents of limited means or the organizations that serve them since 2019, the first year that this question was revised from “persons of limited means or the organizations that serve them” to “D.C. residents of limited means or the organizations that serve them.” In 2022, firms reported that 40% of their pro bono activities were for D.C. residents of limited means or organizations that serve them. The highest percentage reported was in 2020, when 52% of pro bono service was provided to D.C. residents of limited means or the organizations that serve them. This trend is concerning.



Key Takeaways

This report found that the pro bono efforts of the 62 Signatory Firms that reported their 2022 results increased by 2% from the 2021 results, but decreased from the all-time high of 1,018,722 reported in 2020. This is likely at least partially due to lower survey participation since 2020.

In 2022, the average number of pro bono hours per attorney was—98 up from 96 hours in 2021. Also, 2022 was the highest recorded average since the survey's inception.





In 2022, firms reported the lowest percentage of pro bono service to D.C. residents of limited means or the organizations that serve them since 2019.



DCBAR
Pro Bono Center

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