

# Global Social Impact 2014 Report

Promoting positive social change in the communities where we live and work.

# A note from our Global CEO and Global Chairman



**Elliot Portnoy**  
Global Chief  
Executive Officer



**Joseph Andrew**  
Global Chairman

Corporate social responsibility is an intrinsic part of Dentons' forward thinking culture. As a truly polycentric global law firm, Dentons has the opportunity and responsibility to provide meaningful assistance to low-income individuals and disadvantaged communities across the globe. That is why we have written into our core strategy our commitment to making a positive social impact on the communities in which we live and work.

But it's not enough to simply do good works. Our lawyers and professionals are passionate about making a difference, and our Global Social Impact program matches our strengths and the experience of our lawyers and professionals with the needs of our communities. At Dentons, we are committed to building collaborative projects with leading nonprofits, NGOs and social entrepreneurs to address pressing social problems. In all of our five regions, we are doing important work that is making a real difference in peoples' lives. We are providing access to justice through clinics in Canada and the UK. We are working with NGOs like Fair Finance and the Network for Teaching Entrepreneurship to materially assist low-income individuals moving into the middle class. We're doing important impact litigation in the US and Europe, and we are working with NGOs in China to create greater opportunities for people with disabilities. All over the globe, Dentons lawyers and professionals—like Jean-Luc Bedos who founded the French legal aid organization



[Watch the video on Dentons.com](#)

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# A note from our Pro Bono Committee



**Ben Weinberg**  
Pro Bono Partner

“The commitment to our communities is written into our mission statement. Our intent and our goal is to make a positive social impact on the communities in which we live and work. It’s an important part of our values and our culture.”

“Because it’s who we are.” That’s what I tell people who ask why Dentons lawyers and professionals are so devoted to pro bono and corporate social responsibility. I explain that as a law firm, we are committed to making a positive social impact on the communities in which we live and work. I also explain that this commitment is not new. Dentons (and its predecessor firms) has been fully engaged in pro bono work for well over a hundred years. I explain that Dentons’ social impact program is both top-down and bottom-up. Our global and regional Firm leadership and practice and sector leaders are fully supportive of the program and regularly do pro bono work themselves. At the same time, the enthusiasm and dedication of our associates and trainees make our Social Impact program even more vital and vibrant. I also explain that while Dentons provides thousands and thousands of hours of pro bono and voluntary assistance, the Firm is especially proud of impactful programs and projects that we have helped create with leading NGOs, nonprofits and social entrepreneurs. From our first-of-its-kind tax advocacy project in Canada, through the PopLaw clinic in London, to the Domestic Violence Appellate Project in the United States, Dentons lawyers and professionals are answering the challenge of how to meaningfully provide legal assistance in order to improve communities.

We hope you enjoy and learn from the second annual Dentons Global Social Impact Report. We’ve aimed to provide a broad snapshot of the corporate social responsibility work we’re doing all over the globe. Of course, these highlights are just the tip of the iceberg for the approximately 60,000 hours of pro bono and corporate social responsibility work we’ve done over the past year. We are justifiably proud of our contributions. In every region of the Firm, lawyers and professionals every day are asking how we can help our communities and then devoting substantial time to meeting that need. We staff advice clinics and we provide direct representation to low-income clients. We counsel NGOs and nonprofits in order to help them serve low-income clients and disadvantaged communities more efficiently and effectively. We pursue impact litigation on behalf of people with disabilities who have been denied basic rights of citizenship. And we collaborate with leading nonprofits, NGOs and social entrepreneurs to address issues of hunger, lack of education, lack of social mobility and many other social ills.

In everything we do for our Global Social Impact program, our most basic goal is to make a positive social impact on the community. And why do we do that? It’s simple. It’s who we are at Dentons.

# Global pro bono committee

**Jean-Luc Bédos**  
Partner  
Dentons Paris



**Matthew Harvey**  
Partner  
Dentons London



**Markus Blenntoft**  
Partner  
Dentons Singapore



**Sandra D. Hauser**  
Partner  
Dentons New York



**Sam Coulthard**  
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Dentons London



**Brian W. Summers**  
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**Julianne Doe**  
Partner  
Dentons Hong Kong



**Agnieszka Wardak**  
Partner  
Dentons Warsaw



**Barbara L. Grossman**  
Partner  
Dentons Toronto



**Benjamin C. Weinberg**  
Pro Bono Partner  
Dentons Chicago



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# Pro bono legal service

At Dentons, we consider it our social responsibility to provide access to justice to some of the most vulnerable members of society—a responsibility that we take seriously, with our lawyers and professionals donating approximately 60,000 hours this year in pro bono projects around the globe. Our projects are designed to first and foremost create a substantial impact on the unmet legal needs of our local communities. Dentons provides diverse pro bono assistance on many levels, working one-on-one with pro bono clients, filing class action lawsuits brought on behalf of a group of individuals and establishing legal clinics in partnership with legal service organizations. Our lawyers and professionals work with the needs of pro bono clients in whatever capacity they require, providing service to under-represented communities where we live and work.

“It is thanks to many passionate people who have various ideas and initiatives that the changes are actually happening in the world. We obviously want to support this passion, this idea and those people behind it.”

Agnieszka Wardak—Partner, Warsaw



# Advising humanitarians

## Dentons Riyadh

The International Red Cross and Red Crescent Movement is an international humanitarian movement with approximately 97 million global volunteers, members and staff. It was founded to protect human life and health, to ensure respect for all human beings and to prevent and alleviate human suffering. The movement consists of several legally distinct organizations that share common basic principles, objectives, symbols, statutes

and governing organizations. Saudi Arabia participates in the International Red Cross and Red Crescent Movement through the Saudi Red Crescent Authority, a national chapter and member of the International Federation of Red Cross and Red Crescent Societies (IFRC).

Lawyers in Riyadh provided the Saudi Red Crescent Authority pro bono legal advice on Saudi and international law relating to scope of licensed

activities, paramedic licensing and potential contractual and extra-contractual liability that may arise in the administration of emergency medical services implemented by the Saudi Red Crescent paramedics. The legal support involved reviewing the Royal Decree that established the Saudi Red Crescent Authority as the national Red Crescent society of Saudi Arabia and relevant provisions of Saudi contract law as provided in the Shari'ah.

# Data for the UN Volunteers

## Dentons Riyadh

The United Nations Volunteers (UNV) program is a United Nations organization that advocates for volunteerism in development, integrates volunteers into development programs and mobilizes volunteers for development projects worldwide. UN Volunteers help to organize and support a large number of humanitarian, developmental and rule of law projects.

UNV is divided into several programs. Traditionally, UN Volunteer assignments are for 12 months or longer. However, given the demands of working professionals, UNV offers short-term assignments of three months or less as an online volunteers program, which connects development organizations and volunteers over the Internet and supports their collaboration. Through the online volunteers program, lawyers and other professionals are

given opportunities to volunteer for development and contribute to the achievement of the Millennium Development Goals.

Our Riyadh office participated in the UNV online volunteers program by compiling and summarizing the case law of international courts for an online database of public international law, including case law in the field of maritime boundaries, state sovereignty, diplomatic immunity, jus ad bellum and the legality of the use of nuclear weapons issued by the International Court of Justice. The database also includes summaries of criminal cases prosecuted by the International Criminal Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda, as well as cases heard by the Permanent Court of International Justice, the predecessor of the International Court of Justice.

## Asylum advice in Minneapolis

In 2013, our Riyadh office, in collaboration with colleagues in Dubai and the pro bono counsel of a US-based firm, provided assistance in a Minneapolis-based asylum case on behalf of two Somali nationals. The Riyadh office's support consisted of determining whether the applicants were eligible for asylum protection in the United States on the basis of whether under Saudi immigration and employment law, they were deemed to be firmly resettled in Saudi Arabia.



# Supporting children through play

Dentons Europe



The Foundation was set up by Russian model and philanthropist Natalia Vodianova to assist the child survivors of the 2004 Beslan school siege. She thought that the survivors could be helped to recover from the trauma if they were distracted by play for at least five minutes a day. Not only has the Foundation assisted the Beslan survivors with this idea, but it has since assisted children across Russia.

## The mission

The Foundation's mission is to ensure that every child has a loving family, and a safe and stimulating place to play, the two things essential for a happy, fulfilling childhood. It is achieved through two key programs.

The first one, "Play with Purpose," promotes the belief that play is not a luxury but a necessity for children. "Play with Purpose" seeks to ensure that each child has a safe and stimulating place to play in every neighborhood, children's hospital and children's home whatever their physical ability. The Foundation aims to build 500 play parks across Russia in areas where no one is available to build them. In May, the Foundation opened its 113th and 114th

playgrounds in St. Petersburg and Tula respectively: the first of 21 play facilities set to open across Russia this year.

Its second program, "Every Child Deserves a Family," set up in 2011, seeks that no child with living parents lives in an orphanage or a children's home but instead has a loving family by whom they can be nurtured with the Foundation's support. The charity develops family support services across the country, funds projects by Russian non-governmental organizations (NGOs), helps to organize dozens of integrative summer camps for children with special needs, runs its own education program for teachers working with kids with autism and organizes Annual International Forums at which Russian and international child development specialists can share their expertise.

## Dentons' role

Dentons has been providing pro bono advice to the charity for more than 10 years, when the Foundation was first incorporated.

We principally help the Foundation to raise funds by advising them on contracts for their events and

promotions, helping them raise awareness of their mission by advising on publicity-related contracts and advising them on operational matters, such as employment contracts. We at Dentons share the Foundation's belief that if each of us contributes through our pro bono efforts to achieve a common cause, many children's lives can be transformed.

As an example of our pro bono work, every two years, the Foundation hosts a Love Ball, a charity event attended and supported by many well-known names. The 2013 Love Ball RIVIERA in Monte Carlo raised €3.2 million to fund the Foundation's mission.

Dentons has been continuously advising for all the legal matters with sponsors, contractors and donors of the Love Ball. Besides fundraising event support and help with ongoing operational questions, Dentons has been developing most of the contracts with corporate donors.



# Empowerment for women

Dentons Hong Kong



The Women's Foundation (TWF) is a registered charity dedicated to improving the lives of women and girls in Hong Kong through research, community programs, and education and advocacy. TWF has received a lot of attention in Hong Kong and has brought together talented and high-profile individuals who are like-minded and share TWF's vision. In 2013, TWF launched a number of scholarships, enabling more leadership and learning opportunities for female students than ever before: the TWF Cambridge Scholarship Scheme; the TWF/Ivey EMBA Scholarship for Executive MBA studies at the Ivey Business School; the TWF WISE (Women in Science and Engineering) Scholarships tenable at the Hong Kong University of Science and Technology; and the TWF Women Make the Web scholarships for full-time web immersion program in Hong Kong.

Through research, TWF has identified women's economic self-reliance as an urgent issue for Hong Kong. Its key focus areas are challenging

gender stereotypes, increasing the number of women in decision-making and leadership positions, and empowering women in poverty to achieve a better quality of life for themselves and their families.

Consistent with Dentons' diversity and inclusion policies, we are now undertaking for TWF a comparative research project on examples of laws and policies from other jurisdictions which address the growing need of employees to take care of ageing dependents, so more women can stay in the workforce. We seek to ascertain if any of these examples are feasibly transferable to Hong Kong's existing framework. With the outcome of this research, we will place TWF in a position to recommend a series of best practice guides for government and companies to better support working caregivers.

This is a tremendously exciting project for us and will give us a chance to tap into the extensive experience across our Dentons offices.

**7,000**  
teens assisted by life skills programs

**1,000**  
women leaders participated in pipeline initiatives

**300**  
women in poverty have benefited from the literacy program

**60**  
women's networks access best practice resources



# Artistic talent without boundaries

Dentons Hong Kong



Arts with the Disabled Association Hong Kong, with the slogan “Arts are for Everyone” breaks through barriers by providing training ground for disabled persons with talents in the visual and performing arts, not only to take them as a serious hobby but to develop these talents and skills as a sustainable means of earning and livelihood.

Dentons Hong Kong is proud to be part of that mission. We were approached by Arts with the Disabled Association Hong Kong to help a new social enterprise “ADAM”, whose mission it is to create job opportunities for artists with disabilities in Hong Kong. ADAM actively provides an effective platform for both artists and corporations, acting as a go-between to bring together corporations who wish to display the creative work of disabled artists and the artists themselves who might otherwise be hindered in their ability to have their work recognized.

An ambitious project, ADAM’s increasingly broad outreach services include the training of new talent, licensing of visual arts

image copyrights for merchandise production and negotiating the commissioning of artwork production. The very beautiful pieces of artwork produced by ADAM artists are very much in demand as corporate gifts, B2C joint-product promotion and artwork supply by leasing and purchase. The performing arts services include on-stage performances, interactive arts services, the provision of audio subscription, theatrical interpretation and accessible captions for performances, voice talents, photography services, artist endorsements and artists referral services for both local and international talents. Through ADAM’s efforts, artists are able to make their talents known and often secure good sources of income and employment opportunities.

We are delighted to have assisted ADAM in putting this project together. The need for Dentons’ legal services was met with both enthusiasm and prompt response from our team, led by corporate partner Julianne Doe, with the support of Human Resources director Doris Ng. We assisted with

the drafting agreements for the resident and contract artists, and worked together with ADAM to take into account sensitivities of persons who are particularly vulnerable, especially in the area of intellectual property protection.

ADAM artists seem to observe and capture areas of life which often escape unnoticed. We were particularly rewarded when ADAM invited us to witness the display of the beautiful artworks at a brand-new restaurant in Hong Kong’s Convention and Exhibition Centre (HKCEC) Congress Plus. A 10-meter corridor leading into the restaurant was brought to life by paintings, photography, soft ceramics and porcelain painting.

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Breaking through barriers for disabled persons with talents in the visual and performing arts.

# Keeping school doors open for all

Dentons Toronto and Ottawa



For nearly a decade, Dentons Canada has worked extensively with the Ontario Child Advocacy Project, representing special needs children and their families to safeguard their public education rights in disputes with their schools. Our diversity of work has included negotiating access to appropriate special education services for children, protecting children from unjust suspensions and exclusions, appearing before special education appeal committees and tribunals, and advising and acting as counsel in proceedings before the Ontario Human Rights Tribunal.

Most recently, a Dentons partner in our Ottawa office successfully assisted a 9-year-old client with Attention Deficit Hyperactivity Disorder (ADHD) and nonverbal learning disabilities in his quest to remain in the school from which he was repeatedly suspended and obtain the support he needed from the school’s teachers and administrators to accommodate his special needs and help him excel in his studies.

Without the necessary accommodations and special education program in place, our

client’s disabilities were preventing him from accessing the academic curriculum and participating in the life of the school outside of the classroom. In turn, he was treated differently as his teachers considered this lack of participation “delinquent behavior and laziness.” The complete lack of support, guidance or encouragement caused acute anxiety and provoked fearful reactions on his part, thereby further isolating him from his educators and peers. It was a highly negative cycle.

Our client’s mother, acting as an advocate for her son, was frustrated but also overwhelmed at the prospect of launching yet another battle on their own with the school. The good news was that they were no longer alone: Dentons, who had won a similar case one year earlier, was assigned to this matter through the Child Advocacy Project.

With Dentons on their side, the family was able to push forward with their case, and the Firm’s experience and hard work resulted in a multifaceted victory for our client. Dentons ensured that the school board provided a full-time aide to implement simple strategies

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“There is a huge access to justice problem, and with very little expenditure of time and resources we can actually make quite a difference in the lives of people in our province and our cities and our country.”

Barbara Grossman—Partner, Toronto

to help our client focus, write and communicate and that staff used the human and technological resources at their disposal consistently and effectively to help our client access the academic curriculum. Not only did our client remain in his school, but he started to excel in every subject he was taking and accordingly, he gained a tremendous amount of confidence that enabled him to participate in class, make friends and participate in extra-curricular activities, like the school choir. Our client was empowered and now in an environment that enabled him to maximize his full potential. The resulting and inspiring transformation in this young boy’s life means the world, not only to our partner and team who worked on the case, but also to our entire Firm.

“Much of my son’s successful return to school would not have even been possible without [Ottawa partner] Monica [Song’s] assistance. There really aren’t any words to describe how thankful I am that I found this service, and how wonderful it is that busy professionals take the time to help families who have to experience such issues.” – T.L.



# Interview with founder of Droits d'Urgence: Jean-Luc Bédos



## Dentons Paris

Paris-based Partner Jean-Luc Bédos is founder and president of NGO Droits d'Urgence, the largest legal aid organization in France. In 2013 Jean-Luc was awarded PILnet's 2013 European Award in recognition of his "extraordinary contribution to the development of pro bono culture." PILnet is a global network promoting public interest law.

Founded in 1995, Droits d'Urgence protects the rights of the poorest and most marginalized sectors of the French population. Legal professionals and civil servants offer free legal aid and assistance to homeless people, immigrants, drug addicts, prostitutes and those who do not qualify for welfare. It collaborates with other NGOs to offer weekly free legal advice sessions and has contributed to the expansion of pro bono in Paris and Europe.

In an exclusive interview for the Global Social Impact Report, Jean-Luc discusses how Droits d'Urgence has contributed to the development of a pro bono culture in France and how other legal professionals can become involved in this award-winning NGO.

### What are the founding aims of the organization?

The organization is centred on the participation of many different types of professionals, who all help to elevate people from poverty. My analysis over 20 years is: if you really have the motivation to help someone on the streets get back on their feet,

you cannot only provide isolated medical advice or food—that is simply not sufficient. You need a combined effort and a united approach on all fronts to help people escape poverty

For example, when one of our clients seeks medical advice at a Médecins Sans Frontières (Doctors Without Borders) clinic in Paris, that patient will be asked a series of standard questions which require standard answers. For example, their name, which they should be able to answer. It then gets tricky: how do they respond to the question of their nationality if they don't have the right immigration documents? Or give an address if they don't have one? So as you can see, every question that a patient is asked has legal implications that may result in them facing much bigger problems.

### What inspired you to establish the organization?

The people living in extreme poverty inspired me to do something about it, that and the fact I was asked by Médecins du Monde (Doctors of the World), Médecins Sans Frontières and [the French-based international charity organization] Emmaus to analyze the situation in France from a lawyer's perspective and to recommend how the legal profession could begin to support people on the front line.

### Have you noticed any trends among those who seek aid?

Yes, in France the recurring trend is

that almost 60 percent of the people who seek aid are illegal immigrants.

### What challenges does Droits d'Urgence face in promoting and protecting the most marginalized members of society who have the least resources?

The vast numbers of people who desperately need support has increased a phenomenal amount in recent years and undoubtedly this will continue due to conflicts which bring a surge of immigration.

Also, lack of means always has restricting consequences and as we have limited funds this also limits what we can achieve. Indeed the majority of our funding, approximately 90 percent, is from state and local authorities.

**75,000**  people assisted in 2013

**80** centers in Paris

Finally, seeking funding from private organizations is a huge undertaking and one where you need dedicated and determined people to drive this through. Unfortunately, as we have limited funds this is something we are not yet able to provide.

### What outlets are available for volunteers to participate within the organization?

We have law centers in France and our lawyers from Droits d'Urgence



attend these and advise the poorest clients there.

In each of the 20 districts of Paris there are smaller law centers called Point d'Accès au Droit (PAD)(Legal Access Points). These points of access are managed by 40 lawyers who mainly focus on the poor, but the project is also in line with the government's efforts to improve access to the law. The lawyers divide their focus between the social institutions of Paris, the judicial institutions such as the legal aid offices and other humanitarian associations. Droits d'Urgence is responsible for training these lawyers

and integrating them into the various associations.

We also have Le Bus de la Solidarité (The Bus of Solidarity) which provides a meeting place for the lawyers to meet the pro bono clients who live in the most difficult areas of Paris. Six days a week the bus is parked at various locations, where our lawyers are available every evening from 5pm to 8pm to answer legal questions and provide advice. The locations are:

- 4 avenue Marc Sangnier 75014 Paris
- Angle avenue de la Porte de Clichy et du Boulevard Bessières 75017 Paris
- 6 rue Charles et Robert - 75020
- 6 avenue de la Porte de Choisy 75013 Paris
- 14 avenue de la Porte de Montmartre

- 4 avenue Marc Sangnier 75014 Paris
- Angle avenue de la Porte de Clichy et du Boulevard Bessières 75017 Paris
- 6 rue Charles et Robert - 75020

### With the growing numbers of homeless and members of society who live in poverty, where do you think Droits d'Urgence must focus its resources in the future?

We must continue to focus on the poorest areas in France, which tend to be in the cities, especially within the Paris region. In Paris, the lawyers of Droits d'Urgence are present in



about 80 centers. It is the cities where we must send our resources in order to meet the clients on the front line, in locations such as hospitals, food centers, homeless shelters, train stations and prisons.

**Are there any future plans for the organization to expand outside of Paris and Toulouse?**

There is certainly the demand for this in other large cities across France

and we have received some requests from other cities in France. However, instead of imposing our stamp, we want to create a federation of like-minded organizations who we are more than happy to advise and provide our model as an example so that they can easily roll out their own version across the various cities. We have indeed shared our model with other counties at the request from the Council of Europe where we

presented how to put in place legal aid. We would love to spend more time explaining what we are doing and having more people involved in their own initiatives, in order to promote this action in other countries where there is a similar need.



“I did create Droits D’Urgence with some business lawyers because we wanted to take care of the poorest people of the French population. They really need that you listen to their problems and that you solve their problems.”

Jean-Luc Bédos—Partner, Paris

# Helping women wrongfully denied domestic violence protection

Dentons US



In recognition of the Firm’s pioneering work in Chicago, the Circuit Court of Cook County presented Dentons with a Certificate of Appreciation in March 2014.

One out of three people (women and men) will report at least one episode of intimate-partner violence in their lifetime. A key component to reducing domestic violence is ensuring that victims have access to civil legal services. These services, however, are out of reach for the majority of low-income victims.

In 2013, Dentons’ Chicago office formed the Cook County Domestic Violence Appellate Project, a collaboration with long-time client Allstate’s legal department, the Legal Assistance Foundation of Metropolitan Chicago and the Domestic Violence Legal Clinic, to provide appeals on behalf of women wrongfully denied domestic violence protection. The project grew out of a multi-law firm pro bono clinic at Chicago’s unified domestic violence division of the Circuit Court of Cook County, which attempted to ensure that low income petitioners seeking protective orders had other options besides appearing pro se. In 2014, the program expanded to our Silicon Valley and San Francisco offices.

Working with our legal aid partners and the domestic violence advocacy

community, Chicago litigators Donna Vobornik and Gauri Chopra recently won an appeal on behalf of a woman who had obtained an emergency Order of Protection against a harassing ex-boyfriend, but this order was terminated by a circuit court based on a misunderstanding of the facts of the case. Donna and Gauri’s appeal both corrected the misinformation and argued that, even if the circuit court’s interpretation were accurate, it would not justify a denial of the Order of Protection that our client’s safety required. They demonstrated that the order was vital to ending a pattern of harassing behavior by our client’s ex-boyfriend. The Appellate Court of Illinois resoundingly agreed, holding both that the trial court’s decision was against the manifest weight of the evidence because the court misconstrued the facts, and that sufficient evidence warranted issuance of the order. On remand, the trial court entered an Order of Protection effective for 18 months. Since that victory, the Appellate Project has won an additional appeal and has taken on several more appeals in Chicago.

In California, a team of Dentons’ insurance and litigation lawyers, along

with co-counsel Family Violence Appellate Project, persuaded the California Court of Appeals to reverse and remand a child custody order that had granted joint custody to a father with a long history of abuse against the mother. Though the mother initially obtained sole custody, a trial court had modified this decision to award joint custody. Bella Shirin and Karen Marchiano represented the mother in the appeal, with Bella arguing before the panel that the trial court failed to follow California Supreme Court precedent and the statutory requirements of the state’s Family Code. The Court of Appeals agreed, issuing its decision just two days after oral arguments, and resulted in a published opinion which can now be used as precedent.

In recognition of the Firm’s pioneering work in Chicago, the Circuit Court of Cook County presented Dentons with a Certificate of Appreciation in March 2014. Dentons continues to be actively involved in the Domestic Violence Appellate Project as it expands to other major cities around the country and seeks to help survivors of domestic violence who have been wrongfully denied meaningful relief.

# Providing financial advice to small businesses

## Dentons London

Fair Finance, a microfinance organization, takes an innovative fiscal approach to improving London's most deprived neighborhoods. The nonprofit tackles unfair lending in London, and the UK generally, by providing holistic financial services to the financially excluded; personal finance to combat loan sharking; microfinancing for entrepreneurs; and financial advice to help them manage excessive indebtedness.

Since partnering with Fair Finance in 2010, Dentons has done a range of work which has involved Dentons' partners and their teams working together across a range of different practice areas. Projects include:

- Structuring of a senior funding facility raised to finance the organization's Personal Loans activity. This transaction has been widely acknowledged as a groundbreaking step in the UK social investment space, as it brought commercial and social investors together for the first time.
- Launching a new banking product which, with guaranteed support from the European Investment Fund, enables the nonprofit to lend to individuals and corporate entities trying to launch or grow small businesses, often after failing to secure funding from traditional lenders. As part of the project we advised Fair Finance on the regulatory aspects—including consumer credit—of lending to these businesses and on the subsequent documentation.

- Developing a loan facility with Unicredit. The funds Fair Finance borrows under this facility are being used to fund Fair Finance's business loans product referred to above.
- Assisting with on-going legal matters on existing financing facilities for Fair Finance's Personal Loans activity.

Additionally, Dentons played a key role in helping Fair Finance build an infrastructure to support its microfinance activities. For example, we:

- Created a privacy policy that allows Fair Finance to accept online applications for loans, as well as earn permission to undertake credit searches and share data with third-parties.
- Advised on the development of both traditional and digital marketing materials compliant with the Consumer Credit Act.

Over the last seven years, Fair Finance has grown by nearly 70 percent each year and currently employs 30 people. The organization has advised more than 12,000 London residents on debt, personal loans or business loans, saved the financially excluded an estimated £15 million in interest payments and helped clients with nearly £25 million of over-indebtedness.

Since last year, Fair Finance has delivered about 3,000 unsecured personal loans, with 93 percent of the borrowers repaying their debts

on time. In the same time frame, the organization has provided debt advice to more than 1,000 clients and has handled almost £5 million of debts on clients' behalf. Because of Fair Finance, 85 percent of its clients facing eviction were prevented from actually being evicted from their homes.

Big Society Award—  
October 2013  
[Awarded by The Prime Minister's Office](#)

Credit Today Awards—  
May 2014  
[UK Alternative Lender of the Year](#)

Queen's Birthday Honours List—June 2014

**20,000+**  
financially excluded  
people helped

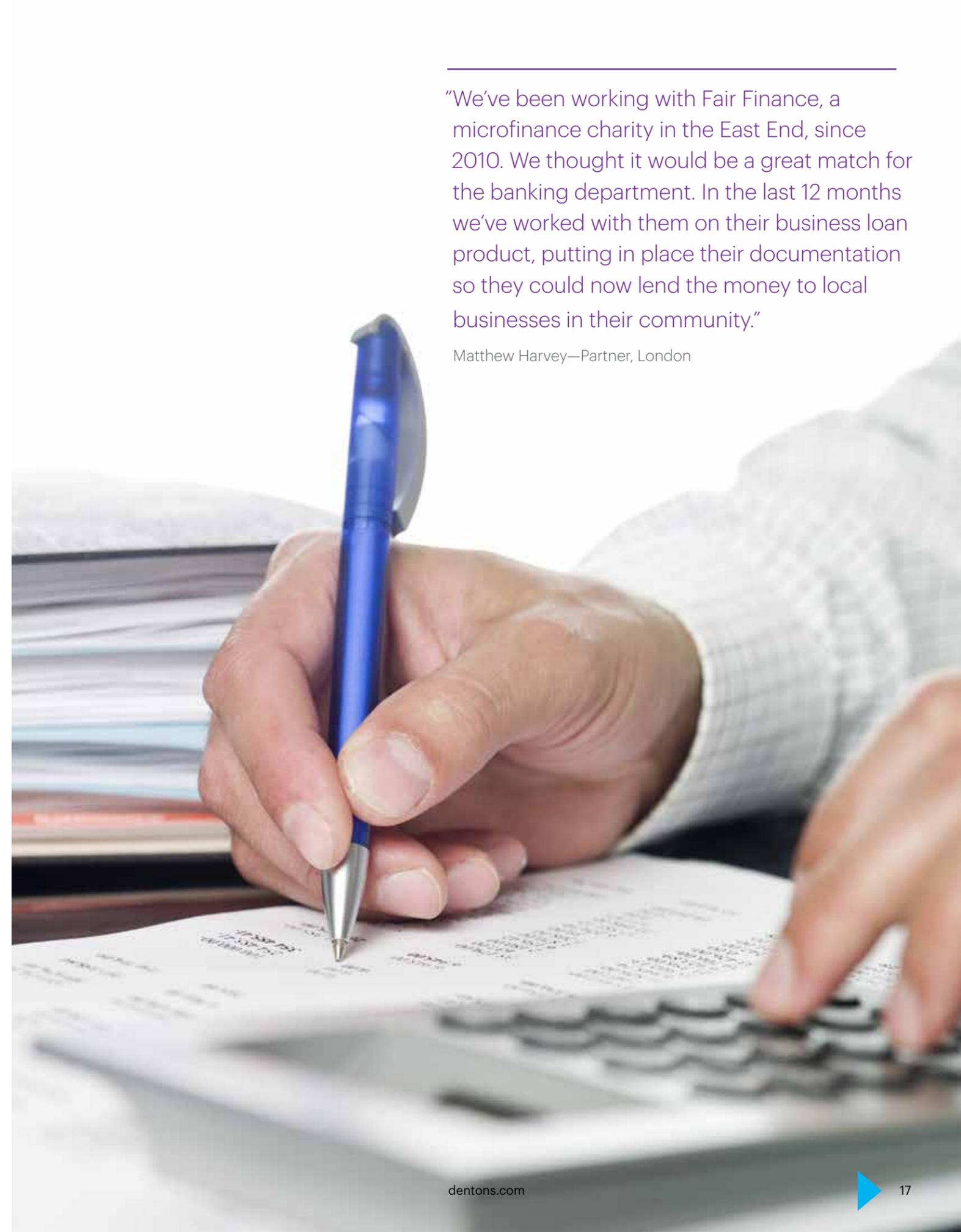
**10,000+**  
loans made

**5,000+**  
residents saved from  
eviction

**£10 million+**  
saved in interest  
payments

“We’ve been working with Fair Finance, a microfinance charity in the East End, since 2010. We thought it would be a great match for the banking department. In the last 12 months we’ve worked with them on their business loan product, putting in place their documentation so they could now lend the money to local businesses in their community.”

Matthew Harvey—Partner, London



# Creating a hopeful future

## Dentons Edmonton

Every so often, someone special comes into your life and changes you forever. For many children, that person is—or will be—Glori Meldrum, a young woman who had a long-time dream to make a significant contribution to society. It was her dream to take a part of her traumatic past and turn it into a hopeful future for not only herself but also for other children like her who survived childhood sexual abuse.

Glori's dream started to become a reality when she established Little Warriors, a national charitable organization based in Edmonton, Alberta, Canada, which focuses not only on the education and prevention of child sexual abuse but also teaches adults how to help prevent, recognize and react responsibly to child sexual abuse. As an extension of Little Warriors, her goal was to build a residential treatment facility where young sexually abused survivors could spend three weeks recovering and healing from their own traumas in a safe and supportive place, and then revisit for three additional one-week stays throughout the year.

Through her continued dedication, strong business acumen and tireless networking efforts, Glori gained celebrity endorsements and widespread business, legal and community support to help with the extensive fundraising initiatives necessary to reach her goal. Success was reached in the summer of 2014 when the first group of children walked through the doors of the Be Brave Ranch by Ray LaBonte & Family, the safe haven she had envisioned for so long. The program offered at the Ranch creates an environment that allows kids to be kids—a place where they can participate in various forms of therapy, including play therapy, equine therapy, music, dance and yoga, and just relax and focus on getting better.

As one of the Ranch's supporters, Dentons is proud to have played a role in making this dream become a reality. Dentons was instrumental in helping Little Warriors open the Ranch by donating countless hours to the cause. Darlene Scott, a Dentons partner from Edmonton, sat on Little Warriors' board of directors for four

years and provided extensive pro bono legal work in connection with the acquisition of the property that would become the Be Brave Ranch. Another partner at the Firm, Colleen Verville, provided legal counsel on corporate structuring, governance and employment matters, as well as assistance with some major fundraising initiatives. Dentons continues to maintain a strong commitment to Little Warriors and is honored to have been part of a team that helped an important vision come to fruition. The LaBonte family, who was the most significant financial contributor to the Be Brave Ranch, are also long-time Dentons clients.

"Darlene and Dentons were there every step of the way to provide whatever legal advice we needed," states Glori Meldrum. "We would not have the Be Brave Ranch if it wasn't for all their support and guidance."

Little Warriors has raised enough funds to treat and support 100 children during its first year, and hopes that number will continue to rise with every passing year.



# Bringing legal service to disadvantaged communities

## Dentons London

Since 2006, the Poplaw Legal Advice Clinic in Tower Hamlets, London, one of the most deprived areas in the UK, has provided legal assistance to a community that may not otherwise be able to access or afford legal services. As a pillar of Dentons' CSR program in the UK and the flagship pro bono project in London, Poplaw has made an enormous impact in Poplar, an area including Tower Hamlets that has long suffered economically.

Staffed by Dentons' solicitors, with administrative support from law students from neighboring Queen Mary's University, the weekly drop-in clinic has advised clients on debt, housing (landlord and tenant), consumer issues, employment and welfare benefits; and helping them prevent evictions, claim benefits, negotiate consumer issues and

navigate confusing housing and employment laws. Volunteers frequently follow-up with letters written on behalf of clients or refer them to an appropriate agency or solicitor.

Since opening Poplaw in 2006, Dentons' volunteers have contributed more than 8,000 hours of free legal advice, resulting in a savings to the local community of approximately £3.2 million. From May 2013 to April 2014 alone, Dentons invested 1,213 hours of pro bono legal advice valued at £509,000.

Poplar HARCA (Housing and Regeneration Community Association), the registered social landlord of about 8,500 homes in Poplar, regularly refers residents to Poplaw. According to Babu

Bhattacharjee, Poplar HARCA's Director of Communities and Neighbourhoods, residents face multiple challenges in their lives that require access to professional support. However, many have no capacity to pay for it.

"Poplaw is an essential lifeline for many in our neighborhood," said Bhattacharjee. "We refer our clients with the confidence they will receive high-quality service from some of the best legal professionals. This project reflects what good corporate responsibility looks like and how pro bono support can be extremely beneficial when it is thoughtfully delivered."

"I just wanted to say thank you for helping me," said a client. "I hope your clinic is always around."



**8,000+**  
hours contributed by  
volunteers since 2006

**£3.2 million**  
approximate savings to  
the local community

**1,213**  
pro bono hours  
donated last year

**£509,000**  
in legal advice given





# Giving a hand to grandparents raising their grandchildren

## Dentons Canada

For several years, Dentons offices in Canada have demonstrated an enduring commitment to provide pro bono legal assistance and representation to grandparents who seek social benefits assistance from the provincial government towards the costs associated with raising their grandchildren. The assistance that Dentons has provided has been delivered to these grandparents through our partnership with Pro Bono Law Ontario (PBLO), and our work for CANGRANDS NATIONAL KINSHIP SUPPORT Organization (CANGRANDS), a national nonprofit grass roots organization supporting grandparents caring for grandchildren in “kinship families.”

Dentons’ dedicated team of lawyers has worked on multiple appeals before the Social Benefits Tribunal (SBT) before which they have successfully represented grandparent caregivers in overturning decisions made under the *Ontario Works Act* to cancel benefits needed for their grandchildren’s care. Dentons’ diligent and dedicated pro bono legal counsel resulted in multiple successful outcomes that have led to the reinstatement of benefits for low income grandparents, significantly impacting future grandparent cases

before the SBT. Because of their precedent-setting and personal interest nature, these cases garnered significant media attention, and the successful representation in the initial precedent-setting case resulted in Dentons being honored with a Platinum-level 2010 *Lexpert Zenith Award: Celebrating Pro Bono* in the “Political Pro Bono” category.

Dentons has also provided guidance to CANGRANDS in its effort to persuade lawmakers to reform the eligibility requirements to better address the problems faced by low-income grandparent caregivers. According to one such grandparent who is the founder and CEO of CANGRANDS:

“[Dentons] has been a Godsend to [CANGRANDS], as they have fought for our kinship caregivers to have the Temporary Care Allowance granted to them through Ontario Works and also to have the Temporary Care Allowance reinstated when cut off by Ontario Works. Dentons has been our David to the Goliaths out in the world, especially when dealing with government agencies and Children’s Aid Society. Dentons worked with our organization, has provided support for

our kinship caregivers, and because of this very positive experience, these kinship caregivers no longer feel isolated and alone. CANGRANDS has had the pleasure of working with Dentons on several projects that have helped our kinship families. This very positive experience has led CANGRANDS to work with PBLO to develop additional pro bono programs to assist kinship families.”

As an extension of our ongoing advocacy support, on National Grandparents Day in 2013 (celebrated in the US and Canada on September 8), Dentons’ Toronto office had the pleasure of hosting a pre-screening of *GrandParenting*, a documentary by award-winning Canadian filmmaker Karen Shopsowitz, that explores the challenges, joys and issues grandparents face when stepping into the unplanned role of parent to their grandchildren.



Approximately 280 pro bono hours have been donated to the grandparents and CANGRANDS to date.

# A nifty idea for new business

## Dentons New York

The Network for Teaching Entrepreneurship’s (NFTE) mission is to provide programs that inspire young people from low-income communities to stay in school, to recognize business opportunities and to plan for successful futures. Founded in New York City in 1987 by a former entrepreneur turned high school math teacher in the South Bronx, NFTE began as a program to prevent dropouts and improve academic performance among students who were at risk of failing or quitting school. The centerpiece of the program revolves around a business plan, which students present to a panel of judges for

a chance to win seed capital and compete in regionals or national competitions. More than 500,000 students have participated in a NFTE program in the US or around the world.

Since 2012, Dentons has partnered with NFTE, providing pro bono legal counsel—from licensing to IP to contract matters—to 14 alumni as they move from the incubator to the design and production phases of their business plans. Dentons associates have also participated in NFTE workshops to help students build their presentation, leadership and problem-solving skills.



# Representing indigent clients in criminal appeals

## Dentons US



Dentons’ White Collar and Government Investigations team gives back to the community, performing pro bono work on behalf of indigent criminal defendants. In the last year, lawyers in multiple offices across the country have represented defendants in five appeals before the United States Court of Appeals for the Seventh Circuit. Lawyers in Dallas (Kate Rumsey), Kansas City (Jonathan Steele and Carly Duvall), New York (Suzanne Grandt) and Washington DC (Danny Morris), work under the supervision of a White Collar partner in briefing and arguing criminal appeals. Associates and partner

volunteers are teamed together by the pro bono team and Glenn Colton, head of the White Collar and Government Investigations practice group. They work on a variety of types of criminal appeals raising various substantive and procedural issues. By providing free, high-quality service, Dentons lawyers are not only helping indigent clients, they are also helping to reduce the substantial burden on the court system and criminal justice budgets.



# Serving our communities

At Dentons, we believe in the power of partnerships and are actively committed to building long-lasting collaborations with leading non-profit organizations, NGOs and social entrepreneurs to tackle some of today's most pressing issues. We understand that social ills are the result of not one but a number of underlying causes, and we focus on a wide spectrum of fields that matter to our clients, our employees and external stakeholders. We work with our community partners to provide needs-based support—through financial sponsorship, targeted organizational advice or other means—so they can most effectively achieve their mission. We are committed to do whatever it takes as a genuine partner in community development.

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“We are integrally involved in a tax advocacy project whereby we assist and supervise law students, in partnership with Pro Bono Students Canada, in the provision of pro bono tax litigation services to tax payers who have launched appeals in the Tax Court’s informal procedure, which is the equivalent of Small Claims Court.”

Douglas Stewart—Partner, Toronto

# Ramadan and the spirit of giving

Dentons Middle East



During the holy month of Ramadan, Muslims fast from sunrise until sunset, breaking their fast with the traditional Iftar meal at sunset. A time of spiritual reflection, actions of generosity and compulsory charity are encouraged during the holy month. This year Ramadan fell in the middle of the summer with temperatures reaching 40-50 degrees Celsius (104 - 122 degrees Fahrenheit) across the Middle East. Dentons Dubai and Muscat worked closely with local voluntary organisations to provide Iftar meals to laborers and less fortunate members of the communities in which we work.

In the UAE, our Dubai office hosted an Iftar at two labor camps on July 17, 2014. After fasting all day and working in the extreme summer heat, the workers gratefully enjoyed the Iftar meals. Volunteers from the Dubai office travelled to the camps on the outskirts of the city to distribute food packages containing chicken

biryani, water and various fruits and vegetables to more than 300 men. The team also assisted with the annual du (leading telecom operator in the UAE) Ramadan Iftar meal distribution program event in Dubai on July 13, 2014.

In Oman, our Muscat office once again worked with Dar Al Atta'a in its food distribution scheme. The Dar Atta'a Association (The House of Giving) is a voluntary organisation based in Muscat that works to improve the quality of life for those that are less fortunate. During the weeks before Ramadan, volunteers assist the charity to distribute food staples such as flour, rice and oil to less fortunate Omani families.

Dentons volunteers helped the Dar Al Atta'a team to transfer bags, boxes and sacks of food from trucks into 4x4s to drive up into the remote mountain villages and distribute

the parcels to about 20 different households. The team also travelled to a newly constructed village on the outskirts of the coastal town of Qurayyat to distribute food parcels to families recently rehomed after their properties were destroyed by the devastating Cyclone Gonu in 2007.

**300+**  
workers fed

**20+**  
remote households  
received deliveries

**40-50°C**  
temperatures in  
the region



# Gateway to the future

Dentons London



City Gateway is a charity dedicated to bringing hope to the local communities in East London. The charity offers training for young people and women, starts social enterprises to serve the local community and builds partnerships to help people into employment. Since 2008, Dentons has been working in partnership with City Gateway, supporting the organization with pro bono legal advice and sponsorship, and by providing work experience and hosting apprenticeships for young people.

Most recently, two apprentices, Mujahid Miah and Naz Hoque, were given full-time paid employment at Dentons, having successfully completed their one-year apprenticeships. In these interviews, Mujahid and Naz reflect on the impact City Gateway has had on their lives.

## Mujahid Miah

### What is your role at Dentons?

I've found the perfect job for me. I work with the IT department as a Technical Support Specialist. The role

deals primarily with hardware, so it's very hands-on, which is something that I've always wanted in a career. Everyone I work with is supportive and helpful, and I'm learning every day.

### Why did you come to City Gateway?

I came to City Gateway because they offered an IT apprenticeship and I was really keen on staying in a tech-oriented position. IT was always a hobby for me, since I was always good with technology. On the application site, City Gateway promised placements if our exams went well. I remember my excitement, thinking about a future in which I could get work.

### What makes City Gateway special?

You're learning and getting your qualifications, but it's fun at the same time. I'm more of a practical learner; I never really liked studying. That's why the world of apprenticeships appealed to me. It was working and learning at the same time. Also, the teachers were very helpful. Even after I started the apprenticeship

at Dentons, City Gateway provided support at every step of the way.

### What difference would you say City Gateway has made to your life in general?

It's like I say to my friends, "I'm a product of City Gateway." City Gateway has helped me get my start in the working world. I know so many people, even those with degrees, who are struggling to find work. City Gateway gave me the opportunity and said "OK, now show us what you can do." It gave me a sense of a professional work environment and made me much more mature.

A couple years ago, I never thought I'd be working at one of the biggest law firms in the world. It got me thinking about my future and made me want to do even more. I do even simple things, like typing an email, completely differently. Back in the day, I would not have put too much effort into things, but now I've got a different, more professional mentality. Now, I come in early every day to make sure I can catch up on work.

## Naz Hoque

### What is your role at Dentons?

When I started my apprenticeship, I was in several different departments: facilities, compliance and accounts. Now, I work as a trainee credit controller in the accounts department.

### What was your experience at school like?

My experience at school was a bit up and down. I went to Swanlea School in Whitechapel. What I most liked at school was hanging out with my mates and playing sports. I love football and basketball. I went to college for two months, but I ended up dropping out. Looking back, I wish I had put my head down and worked hard instead of being influenced by other people.

### What were your first impressions of City Gateway?

At first, I didn't want to do it for a

full year. But once I started going and working closely with my tutor, it was brilliant. I don't think any of my previous schools have given me the kind of support City Gateway has provided. The fact that City Gateway has trusted me has made me believe in myself. At the end of the year, I asked myself if I wanted to stay at City Gateway and that's when I said, "I will stick to it and see how far I can get."

### Has your experience at City Gateway changed the way you see education?

Definitely. I used to hate school. Now, everything has changed. Education is really important to me. Without it, you can't get anywhere in your life. Not everyone is going to be there for you, but education will always be there and will always benefit you. It's also changed my view of life. I just want to be humble and work hard for myself and my family.

### Have you shared your experiences with your community?

I did share my experiences with one of my friends. I told him about City Gateway and the guidance they offered. He took my advice, and now he's working for an insurance company. He's been thanking me for giving him such good advice and for telling him about how much City Gateway has done for me.

**35** 

City Gateway apprentices hosted since 2008



# Q&A with Helen Simpson: Fostering a pro bono culture



## Dentons Milton Keynes

Helen Simpson is a partner in the Dispute Resolution team based in Milton Keynes in the UK. She has experience in High Court litigation, mediation and both ad hoc and institutional arbitrations. Helen works on a broad range of cases, including complex, high-value disputes, often with a global element. Her practice includes contractual disputes, construction disputes, professional negligence claims and business/partnership disputes.

More importantly, Helen is actively involved in running the Firm's volunteering and pro bono program to contribute time and legal services to the community in and around Milton Keynes. In this interview, Helen discusses the growth of Dentons' Milton Keynes Corporate Social Responsibility (CSR) initiative, which is an important part of the culture of the office and makes a positive impact on the community.

### How did the Milton Keynes office handle pro bono work before you took over the CSR Initiative?

Pro bono work was largely undertaken on an ad hoc basis. There were no formal projects, community partnerships or proactive networks designed to streamline the process. In addition there were very few publicized opportunities for non-legal staff to get involved; if there was a focus, it was only on the legal side. It's not that there was a lack of interest, but a lack of organization.

### How did you end up leading the charge to streamline the process? What were the challenges?

I had come from another firm in London where pro bono services were managed by appointed coordinators, so I had project management experience working on pro bono cases. When I moved to the Milton Keynes office of Dentons, I used that experience to compile a pro bono and CSR proposal for Brandon Ransley, who is now the UK Managing Partner. He was very supportive of our endeavor. A small team of three gauged interest in the office and researched what opportunities there might actually be for us to take up externally. As this was a new venture for this office, we wanted to get people started gradually and then expand the focus from legal pro bono to volunteering opportunities that both professionals and business services staff could get involved in. We embarked with only two projects, a traditional legal service clinic and a less traditional literacy scheme for local students.

One of the big challenges was persuading the community side. There is a strong pro bono culture in London that you don't see outside of the big cities, and a lack of experience with institutionalized programs makes it difficult for people to trust a law firm when it offers free legal services. That was really illustrated for me early on in the initiative when we first approached potential community partners. We

encountered a lot of cynicism from people on the community side who were very skeptical about what we were proposing. They were convinced there was a catch. We got a lot of, "You want to do what for free?"

### When did you realize the Initiative was coming together?

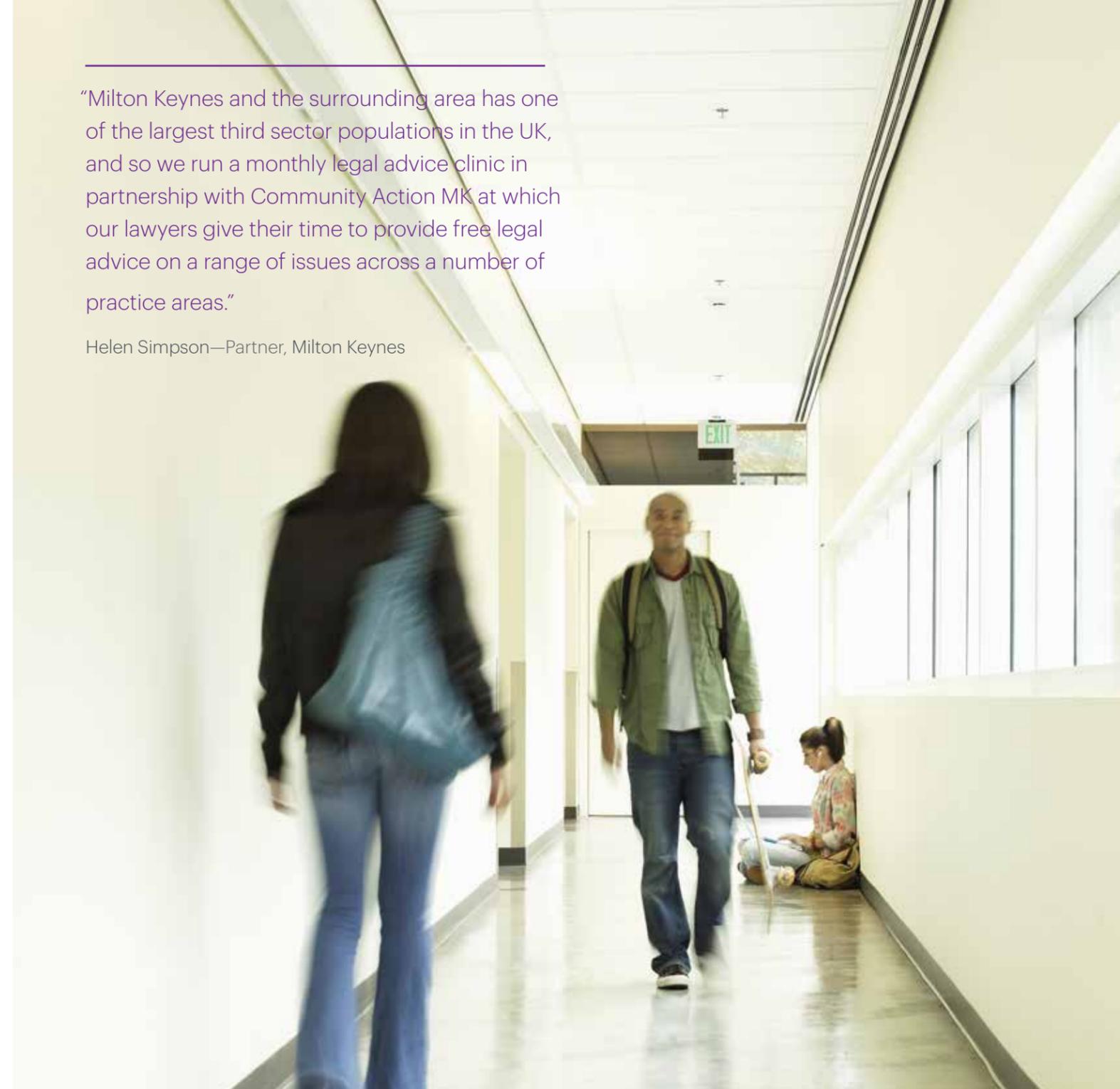
Every few months, the Milton Keynes office hosts an "Open House" event, a social occasion where the managing partner and partners speak to the whole office. We took one of these opportunities to announce and explain one of our ongoing pro bono projects, expecting 10 to 15 volunteers. We ended up getting 45 volunteers for a single program. It proved to us that there was a real interest in proactive, regular pro bono projects and encouraged us not only to continue what we were doing but to expand.

### What large projects are you currently involved in that are having an impact in the Milton Keynes community?

Our impact is hard to measure but I won't hesitate to say that our team is doing fantastic work. Our literacy program at the local New Chapter Primary School is one we are particularly proud of. When we first got involved, the school was "failing" according to government inspectors (OFSTED), but it has since gone through several positive changes, in part through work with community partners. Everyone involved takes

"Milton Keynes and the surrounding area has one of the largest third sector populations in the UK, and so we run a monthly legal advice clinic in partnership with Community Action MK at which our lawyers give their time to provide free legal advice on a range of issues across a number of practice areas."

Helen Simpson—Partner, Milton Keynes



pride in going to the school to read to the students, helping to change the attitudes and aspirations of the children while also improving literacy.

Every year a whole year group from the school comes to our offices for presentations of achievement and to learn about the world of work.

The logical next step of our emphasis on the education component of CSR was to help people find work. We are achieving this through Worktree, a Milton Keynes-based charity that encourages employers to help students develop their employability skills. We work with students at MK College, a local community college, to encourage awareness of legal

careers and to hone their CV-building, interview and pitching skills.

This year, we led a two-day "Employability Now" course for MK College students. They completed mock application forms and we shortlisted applicants and conducted interviews as part of Dentons Den, a pilot program we're very excited





about. Students present a pitch to a panel of judges from Dentons, then receive feedback on their ideas and presentation, with places on our work experience scheme for the best candidates. The program teaches the students to put in the effort to improve their effectiveness in a professional setting, allowing them to leverage their education into a career.

And once again on the traditional side, our lawyers provide free legal advice to community groups in the Milton Keynes area alongside our community partner, Community Action: MK. We also fundraise throughout the year for our chosen local charities, including MK SNAP and the Bowel Cancer Trust.

All in all, we have donated the equivalent of approximately £43,104.50 of time on the legal advice clinic and almost 3,000 total hours on our reading scheme at New Chapter Primary. There are also a lot of volunteer hours on the Worktree project and other initiatives. All credit goes to the fantastic team of

dedicated volunteers in Milton Keynes who have really made a success of this. Key team members include my then-trainee and now associate, Shelley Hilsdon, who helped set up the entire CSR initiative from the beginning; a lawyer, James Scagell, who helps with our literacy scheme; and Liz Harris, Tina Crawford, Sarah Treharne and Jackie Broomfield (our Practice Managers and HR team) who are integral to the Worktree project.

#### Why is it important for law firms to proactively pursue CSR?

To put it simply, if we don't do it, who will? Law firms are in a privileged position and it is only right to share that with the communities in which we live and work. There are schools in deprived areas, kids who don't have the right support and people who can't afford even the most basic legal assistance. Who else will give legal advice to a community group that can't offer much or anything in return?

Our commitment to the community in which we work shouldn't stop at

the office door. Since we've put our minds to it in the Milton Keynes office, we've gathered a hugely committed and enthusiastic core group of people keen on driving this initiative forward. I think it is very important for law firms to encourage a robust pro bono and CSR culture and to encourage people to contribute their time and skills to make positive contributions to their communities.

**£50,000**

in legal advice given

**3,000**

hours donated to the reading scheme at New Chapter Primary

**45**

volunteers for a single pro bono program

# Continuing the legacy

## Dentons Chicago

Now in its 10th year, the Legacy Charter School in Chicago has more than quadrupled in size and dramatically increased academic performance of students in the disadvantaged North Lawndale neighborhood. When Dentons Chicago decided in 2005 to help fund the founding of the school, it was the first public charter school in the United States to be sponsored by a law firm.

The school has become so successful in the last decade — educating approximately 500 students from pre-K through eight grade — that it is seeking to expand its facilities in order to better serve the community. The award-winning school has shown that a challenging curriculum, committed teachers and motivated students—known as scholars at the school—can achieve exceptional results in previously low-performing neighborhoods.

In a recent *Chicago Tribune* editorial supporting the school, Principal Lisa Kenner said that students at Legacy are taught: “Smart is something we become, not something we are or are not.”

“Many of our children and families face extraordinary circumstances”, Lisa said. “The world around us is fraught with crisis and issues and generational hardships and injustices, and we feel that insuring that each child has access to a holistic, loving, relevant, meaningful education is an act of justice.”

Corporate Partner Errol Stone has been leading this program from day one, two years before the school

ever opened its doors. “The history starts in 2003, where we were starting to think about what to do to commemorate the 100th anniversary of the firm,” Errol explained. Many lawyers and professionals, particularly the Chicago office, have put a great deal of time and energy into building Legacy Charter School into a valuable and valued community institution.

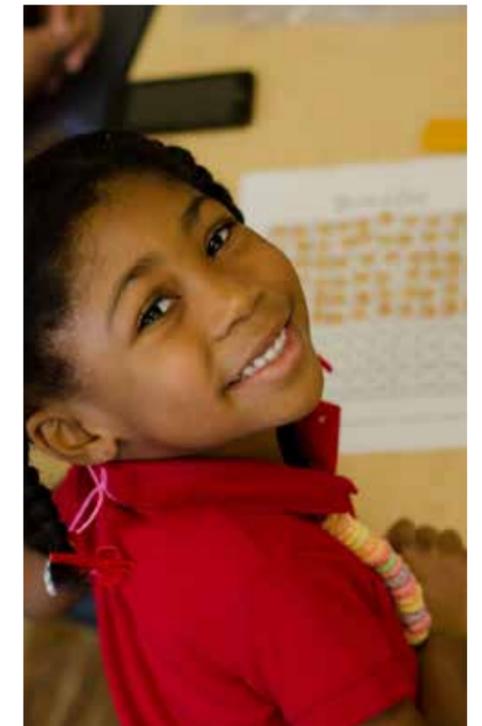
“Dentons was our founding partner, and they hired me to be the founding principal,” Lisa explains. “The idea was to [create] a hybrid partnership, where we could all bring our strengths to the table. Setting up insurance, accounting and all these important pieces that need to be done and done well, that’s an example of work that Dentons helps us handle, so that we as the front line educators can focus on raising scholars.”

In addition to providing comprehensive pro bono legal advice, substantial operational and management assistance, as well as financial support, nine volunteers from the Chicago office recently mentored scholars over a nine-week period in crafting presentations designed to foster creativity and problem-solving skills. Our lawyers also help familiarize them with the US legal system and introduce them to potential careers in the legal field, through mock trials and study trips to local courts in Chicago.

“The most beautiful thing any human being can do is to leave an imprint on a young persons’ mind”, said Elke Rehbock, one of the partner volunteers from the Chicago office. “And I myself am very, very grateful to the Firm that we are allowed to spend

a significant amount of time doing just that with Legacy.”

“Our children are leaders,” Lisa said. “And I hope that they continue to knock on doors and forge pathways so that they have the tangible opportunity to change the world.”



 Watch the video on Dentons.com





# Dr. Birgit Spiesshofer: Crusader for global social responsibility



## Dentons Berlin

Dr. Birgit Spiesshofer joined Dentons' Berlin office as Of Counsel in 2010, after she resigned from her partner position in another law firm to dedicate more of her time to corporate social responsibility (CSR), global corporate governance and sustainability. She has been an active member of the International Bar Association since 1989, serving in multiple capacities: as Chair of the European Environmental Committee, Vice Chair of the International Environmental Committee, Co-Chair of the CSR-Committee and member of the Global Financial Crisis Task Force. Since 2002, she has been a founding member of the CSR-Committee of the Council of Bars and Law Societies of Europe (CCBE) and has held the position of Chair since 2011. As part of the CCBE-CSR-Committee, she helped develop the "CSR and the Legal Profession" – Guidance papers I and II to inform the European Bar about CSR and its relevance, as well as discuss the challenges for the legal profession

including pro bono activities. The CCBE-CSR-Committee is actively involved in the development of CSR at the European level, in particular, providing comment on CSR initiatives of the European Commission and emerging legal instruments.

In 2009, Birgit founded Gaemo Group - Corporate Responsibility International, a network whose members offer CSR, governance and conflict management expertise, advice and solutions for the board and senior management of governments, corporations and NGOs. Birgit and the other members of Gaemo Group participate actively in the formation of CSR/global corporate governance as an emerging area of politics and law at the global, European and national level in a multitude of ways. They advise NGOs, companies and governments on CSR, lecture at universities, promote CSR through numerous publications, serve on company and NGO boards and started the initiative for the formation

of an international arbitration tribunal on CSR. Birgit also serves on the board of Generali Zukunftsfonds which is dedicated to developing strategies for aging societies, and founded and developed an environment and kids program at SOS Children's Village, Berlin.

Birgit's influential work in the area of public and environmental law and corporate social responsibility has been widely recognized in the media with prominent German legal news outlet JUVE and other publications naming her as one of the leading practitioners in these areas. She publishes regularly on environmental law, human rights and CSR, recently contributing a chapter to the International Bar Association's Presidential Taskforce on the Global Financial Crises report, Global Financial Crisis, Corporate Responsibility and Poverty: GFC Taskforce Phase II, in: *Poverty, Justice and the Rule of Law*, edited by Peter Maynard and Neil Gold.



# So no one faces cancer alone

## Dentons Calgary

Since 2010, Dentons Calgary has had dedicated involvement with Wellspring Calgary, a not-for-profit organization that offers accessible, high-quality, community-based supportive cancer care to individuals and families coping with cancer. Dentons connected with Wellspring's vision — "No one has to face cancer alone" — and joined forces with the organization to assist with their work to provide a comprehensive range of support, resources and programs so anyone living with cancer and the people who care about them can improve the quality of their lives.

In addition to providing substantial financial support annually, Dentons has hosted numerous impactful Wellspring presentations, which have motivated dozens of Dentons volunteers to enlist for the cause. Our firm continues to collaborate with this heart-warming organization to reduce the barriers that keep people from receiving the care

that they need when facing a cancer journey. "As a firm, we are proud to collaborate with this important organization that is making such a meaningful impact on our community," said Bill Gilliland, Partner at Dentons Calgary and member of Wellspring's board of directors. "While on the one hand it is distressing to see how many people need the services that Wellspring offers, it is also extremely gratifying to know that a community's needs are being met through the tireless efforts of the Wellspring family, which includes donors, volunteers and members."

This year, Dentons Calgary was the "Downward Dog" sponsor of triWELLathon, Wellspring's signature event that raises funds to support free programs at Wellspring Calgary for adults facing any type of cancer. In our branded tent, Dentons participants offered a host of

triWELLathon activities, modelled after programs offered to Wellspring Calgary members, including yoga/ tai chi/qigong, dance/exercise, expressive arts and drumming.

In previous years, two Dentons Canada partners and their spouses have organized and participated in three cross-continent Cancervive bike rides (Calgary, Canada to Austin, Texas twice, and Calgary, Canada to Portland, Maine), helping to raise awareness and over \$1 million for Wellspring Calgary.

**17** 

lawyers contributed

**180+**

hours donated to the organization

# Over the threshold

Dentons Chicago



Established in 1959, Thresholds provides healthcare, housing and hope for thousands of persons with mental illnesses in Illinois each year, through research, care, employment, advocacy and housing. As one of the oldest and largest providers of recovery services for persons with mental illnesses in Illinois, Thresholds assists and inspires people with mental illnesses to reclaim their lives.

Jana Cohen Barbe, partner and member of the Global Group Board at Dentons and former Chairperson of the Real Estate practice, has been an invaluable part of Thresholds for almost 25 years. Jana joined the organization in 1990 on a grant — just three years after starting her career at a law firm — to serve as the agency's first General Counsel. From 1990 - 1995, she assisted the agency in developing housing for members who were often chronically homeless while protecting the agency and its members from prejudice and discrimination. With Jana's leadership, Thresholds was one of the first non-profit social service agencies to utilize the low

income housing tax credit to develop supportive housing.

Thresholds now offers 25 innovative programs at more than 70 locations throughout Chicago, the adjacent suburbs, and McHenry and Kankakee counties. Services include assertive outreach, case management, housing, employment, education, psychiatry, primary care, substance abuse treatment and research. Last year, the organization served more than 6,700 adults and youth, with 75 percent of services delivered out in the community, representing more than 400,000 hours of care. Thresholds was recognized earlier this year as one of Chicago's 101 Best and Brightest Companies to Work For by the National Association for Business Resources for helping to improve not only the lives of its employees but for making its community a better place.

In January 2014, Jana assumed a two-year term presidency of Threshold's Board of Directors, where her leadership will guide the organization as it moves forward

with new ventures, such as the adoption of its new strategic plan and the opening earlier this year of a new affordable housing center for persons with mental illnesses or at risk of homelessness. Thresholds transformed the condemned former Diplomat Hotel in Chicago's Lakeview neighborhood into the Fred and Pamela Buffett Place, a 51-unit housing facility for a population in need of housing, health care, employment assistance and an array of other supportive services. The housing complex is the result of an innovative public-private partnership driven by Thresholds, Brinshore Development, 44th Ward Alderman Tom Tunney, and the City of Chicago. The center received media attention, including a five-minute feature on Chicago Tonight, a local interest program which airs on PBS station WTTW. In addition to Jana's considerable efforts on the community facility's behalf, the Firm and the Real Estate practice group have also sponsored an apartment there.

This spring, Thresholds raised \$650,000 for its Veteran's Project at



Thresholds recognized in 2014 as one of Chicago's 101 Best and Brightest Companies to Work For by the National Association for Business Resources

its annual gala at the Union Club in Chicago where more than 425 people gathered to support the initiative, which aids armed forces veterans who struggle with homelessness, post traumatic stress disorder, mental illness, substance abuse, unemployment, chronic health issues and other profound challenges. Most recently, this fall, Thresholds co-sponsored "Limelight" with the Brandon Marshall Foundation. With over 600 guests in attendance, Limelight raised \$400,000 to fight the stigma of mental illness.

Over the years, under Jana's direction, the US Real Estate group has seconded multiple associates to the agency to serve in its General Counsel's Office, providing valuable client service to the nonprofit.

Recognized as one of the most influential women in real estate, Jana is considered to be among the nation's foremost authorities in the field of US tax credits, including low-income housing tax credits, historic tax credits and renewable energy credits, and advises some of the country's largest financial institutions and insurance companies in connection with affordable housing and community development investments. With Jana's insight and support, Dentons has become the leading advisor on investing in, lending to and developing affordable housing projects, closing in excess of \$15 billion in low-income housing tax credit investments.

"Without Jana's tireless contributions, Thresholds would not be the same organization," notes Mark Ishaug, Executive Director of Thresholds.

"As the largest psycho-social service agency in the United States, we provide healthcare, housing, and hope for thousands of persons with mental illness in Illinois each year. As a General Counsel, a volunteer and a director, Jana has helped make that possible."

75% of services delivered out in the community

6,700 adults and youth served

400,000+ hours of care



# A hub for budding innovators

## Dentons Hong Kong

The Good Lab is an incubator hub created in an old industrial area in Hong Kong built for entrepreneurs to share inexpensive physical office space as a means to collaborate and set up non-government organizations (NGOs). Founded by five social innovation platforms in Hong Kong: Dialogue in the Dark (HK), Hong Kong Social Entrepreneurship Forum, Make A Difference, Social Enterprise Summit and Social Ventures Hong Kong.

The Good Lab is quite unique, certainly so for this part of the world. The work

space is casual, the atmosphere cosy and friendly. There are spaces with bean bags and colorful plastic chairs, and open plan tables where budding entrepreneurs huddle.

Dentons is working on a few projects with The Good Lab. We've made ourselves available to advise their members on simple issues like setting up social enterprises and getting government exemptions and waivers. However, we also advise The Good Lab itself on some of their initiatives such as responsibilities and risks when they raise funds online. We also advise

them on legal issues of note regarding food collections and distribution.

Innovative and entrepreneurial individuals with a social conscience developing their ideas into social enterprises that serve the community—that is what the The Good Lab encourages, and certainly that's what Dentons' lawyers should be as well.



# Mentoring at-risk students

## Dentons Toronto



For the third consecutive year, Dentons Toronto is making a positive impact on a local at-risk community by participating in the Law in Action Within Schools (LAWS) program, a mentoring partnership between the University of Toronto Faculty of Law, Osgoode Hall Law School and the Toronto District School Board. LAWS was formed to provide an academic program aimed at supporting, guiding and motivating grade 11 and 12 students attending school in a higher needs Toronto neighborhood.

For the 2012/13 and 2013/14 academic years, Dentons partnered with our client Bank of Montreal (BMO) to create a group of 18 mentors—nine from Dentons and nine from BMO—who are each matched with a student LAWS participant. The students have the opportunity to meet with their mentors and experience a different law-related activity each month. Whether it is a visit to the trading floor and vault at BMO, a guided art tour at Dentons' Toronto office, a meeting with a senior judge from the Ontario Superior Court of Justice or exchanging emails and/or text messages with their mentors, the students regularly connect with their respective mentors and learn something new about law and corporate culture.

"I feel very lucky to have been given the chance to participate in the LAWS

program," said Marwa Alakozay, LAWS participant. "I was never certain if I wanted to pursue a career in law. Now, thanks to Dentons and LAWS, I have a better understanding of what it is like to work in the legal system and I am confident that this is a path I would like to pursue. I am more motivated than ever to get the highest marks I can, and get one step closer to a career in law."

As an extension of our LAWS initiative, every LAWS student has the opportunity to apply for a paid internship with a LAWS sponsor (including Dentons and BMO), and automatically receives, upon graduation from the LAWS program, a scholarship of \$100 for every year they have participated in the program. To ensure continuous funding for the scholarship, Dentons and BMO organized a pledge-based stair climb at Dentons Toronto that has raised more than \$3,500 to date. Dentons has worked with five interns over the past two years, placing them in different departments to expose them to multiple aspects of a corporate and professional services environment.

"The program was exactly what I needed as it helped me realize my interests and provided career guidance," said Cornise Adams, LAWS intern with Dentons Canada. "With the LAWS program, I've been offered

opportunities that wouldn't have existed otherwise and participated in most events and activities that the program had to offer. What I enjoyed most was the mentoring sessions. Both years I was able to have awesome mentors who not only had an impact on me through the program sessions, but my entire life. I would recommend this program to other students without question. It's not only for 'future lawyers' but also students with an interest in law."

Those involved in the LAWS program are delighted to announce that, just this year, the program saw its first student step through the doors of a law school. The student, who graduated from high school and LAWS in 2010, just started her law degree at the University of Toronto.



To date, 35 Dentons lawyers and articling students participated in the Law and Action Within Schools program, collectively donating 450 hours in addition to fundraising efforts with our partner, Bank of Montreal.



# Environmental law and sustainable operations

As a clear leader in environmental law, our lawyers have been at the forefront of providing progressive legal advice for decades, helping our clients address sustainability challenges—and leverage them into increased revenues, profitability and competitive advantage. With leaders who have shaped the debate from the early years and a culture of commitment to sustainability both outside and inside our offices, we work hard to continuously improve the direct environmental impact of our own operations. By finding innovative solutions to minimize our own carbon footprint—whether working with suppliers or sharing best practices across our network of global offices—Dentons is committed to shaping a more sustainable future.

# Reducing environmental impact at the office

Dentons UK



Continuing their commitment to meeting and exceeding international sustainability standards, Dentons London and Milton Keynes successfully retained their certification to the ISO 14001:2004 for their environmental management systems in 2014. Unlike other standards, ISO 14001:2004 requires organisations to show continuous improvement in their efforts to improve the environmental impacts associated with operating their business. Dentons London and Milton Keynes undergo external audits every year to ensure they meet the requirements of the standard, showing their commitment, both to their staff and clients, in reducing the impact their business has on the environment.

In order to demonstrate continuous improvement, Dentons London and Milton Keynes agree on a set of environmental objectives and targets each year as part of the ISO 14001 certification process. Progress on the targets and objectives is reported quarterly to the Environmental Action

Group. Some of the highlights of 2014 are:

- **London electricity usage.** The target for 2014 was to maintain usage at the previous years level. Through the implementation of energy saving projects, such as LED lighting and improved lighting control, usage actually reduced by three percent in 2014 even though building occupancy increased by more than five percent.
- **London gas usage.** The target for 2014 was to reduce usage by 15 percent compared to the previous years level. Using on-site engineering knowledge, re-calibration and programming of the boiler system with no additional financial outlay, a reduction of 40 percent has been achieved.
- **Milton Keynes business travel.** Dentons Milton Keynes is part of the town Car Share scheme which allows those employees, who

share a vehicle to travel to work, concessions on parking. This has seen a reduction in the carbon footprint for Milton Keynes due to a reduction in the number of miles travelled to and from work by staff using their cars. The main form of transport for workers in Milton Keynes is the car.

Finally, Dentons London has also signed up to the City of London “Air Quality Pledge”. This is a City-wide scheme being undertaken by leading businesses in London which looks to improve communication on air quality issues, reduce gas consumption of heating boilers, encourage car sharing, walking and cycling to work and reduce the number of deliveries organisations receive in order to carry out their business. Dentons has been actively involved in the set up of this scheme with the City of London since 2013, with the “Air Quality Pledge” being launched in 2014.



# Nick Yost: Key architect of pioneering environmental legislation



## Dentons San Francisco

On August 22, 2014, the White House Council on Environmental Quality (CEQ) released draft guidance on pioneering federal environmental legislation, the National Environmental Policy Act (NEPA), which, since its enactment in 1970, has changed the way we think about environmental regulation and for good reason—its “action forcing” provisions and increased public involvement make it one of the most imitated laws in US history.

A key architect of NEPA, and its state analogues, including the California Environmental Quality Act (CEQA), is Nick Yost, now an environmental partner at Dentons and the head of the US environmental law practice and co-chair of the global practice. In the wake of this new guidance, Nick discussed the impact these ground-breaking regulations had—and will have—on environmental law with the Environmental Law Institute (ELI), an environmental policy think tank, in a magazine article and video interview.

NEPA truly changed the way we think about environmental law, Nick explained in *The Environmental Forum*, ELI’s policy journal. In the 40-plus years since, NEPA’s “action forcing” provisions—examining environmental impacts, minimizing and mitigating impacts, involving the public—have become routine.

Nick’s interest in environmental law peaked when he participated in an

effort to save a local Los Angeles park in the late 1960s. In 1969, he became counsel to the California State Environmental Quality Study Council, a newly created group of “a good set of people, caring deeply about the environment” tasked with studying the state’s environmental laws, problems and institutions, and reporting their findings to the governor and legislature, who began to ask Nick to draft new environmental legislation.

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NEPA has changed the way we think about environmental regulation—its “action forcing” provisions and increased public involvement make it one of the most imitated laws in US history.

Soon after, Nick was appointed to head the first Environmental Unit of the California Department of Justice in 1971, where he became heavily involved with the California Environmental Quality Act (CEQA), patterned after NEPA, but narrower. CEQA was some of his most “controversial and ultimately influential” work, as he convinced the Attorney General at the time that

such legislation could apply not only to publically funded projects, but to private projects as well. This led to the writing of a well-known amicus brief in the seminal *Friends of Mammoth v. Board of Supervisors of Mono County* case, which changed California environmental law forever by requiring compliance with CEQA for all projects in California going before government agencies (i.e. requesting a permit or other entitlement).

NEPA and CEQA have continued to influence environmental legislation to this day. In February 2014, the CEQ and the California Governors Office of Planning and Research jointly prepared the handbook “NEPA and CEQA: Integrating Federal and State Environmental Reviews” to keep practitioners up-to-date on the regulations and provide suggestions for developing appropriate environmental review processes.

In a video interview with John Cruden, President of ELI, Nick recounted that his proudest achievements in the field revolve around NEPA.

*Friends of Mammoth* decision is one of his proudest achievements in environmental law, shaping “the future of what has gone on in California, and is one of the reasons why California has more felicitous environmental regulations than any other state,” Nick explained.

He’s also proud of the NEPA regulations themselves, which have



stood the test of time “under a bunch of different administrations” with only one substantive amendment in all of that time. NEPA has been followed in about half of the states and 80-some countries have adopted environmental impact assessment regulations, as have international bodies like the EU and World Bank. “You look before you leap environmentally makes sense and it’s caught on,” he said.

Most importantly, the ability to take clients through complex, contentious permit processes without ever having

an underlying environmental impact statement document overturned is a point of pride.

“I have tried to serve my clients well, while at the same time not doing violence to the environmental values which are important to me,” Nick said. “NEPA affords the ability to do that. I think it’s good advice for the client to meet with your opponents and find out what their concerns are, and see if you can address those concerns. Meet with the agencies and see if you can address those concerns. Find the least harmful

way of doing something. Mitigation will address these issues. And you do this through the NEPA process, which brings together everything from the [Endangered Species Act] to historic preservation to wetlands to the Clean Air Act. You have to be on top of all of them, and bring them together, which gives a good deal of room for creativity—coming up with solutions to problems, solutions that minimize environmental harm. That benefits the client, and it benefits the environment, and clients are proud to have that done.”



# More about our Global Social Impact program

Dentons has a long and proud tradition of serving our communities. Leveraging our legal talent, resources, time and energy, we aim to serve the public interest and improve the lives of those around us. Through pro bono counsel, Dentons' lawyers donated approximately 60,000 hours in the past year to help those who otherwise lack the means to seek quality legal assistance that ensures access to justice. We also provide substantial assistance to community organizations and far-reaching educational initiatives aimed at improving opportunities for children. Additionally, the firm's environmental policies are aimed at reducing consumption of non-renewable natural resources and energy and striving on a continual basis to meet and exceed best practices for energy and natural resource conservation. Finally, we are committed to promoting a professional environment that attracts, retains and promotes lawyers, professionals and staff of all backgrounds, regardless of any group characteristic, such as race, ethnicity, gender, sexual orientation, religious affiliation, age, disability, gender identity or social perspective. For us, inclusiveness is a priority.

## Dentons partnerships

### Access to justice

Access Living  
Access Pro Bono  
Alliance for Children's Rights  
American Civil Liberties Union  
Association of Pro Bono Counsel (APBCO)  
Bar Association of San Francisco  
Bet Tzedek Legal Services  
Brooklyn Bar Association Volunteer Lawyers Project  
Cabrini Green Legal Aid  
Calgary Legal Guidance  
Canadian Civil Liberties Association (CCLA)  
Canadian Lawyers for International Human Rights  
Center for Justice and Accountability  
Centrum Pro Bono  
Chicago Bar Foundation  
Chicago Lawyers' Committee for Civil Rights Under Law, Inc.  
Chicago Volunteer Legal Services  
Community Action: Milton Keynes  
Counsel Roster  
Dallas Volunteer Attorney Program  
Droits d'Urgence  
Edmonton Community Legal Centre (ECLC)  
Equal Justice Works  
Equip for Equality  
Family Defense Center  
Flip Your Wig for Justice  
Heartland Alliance for Human Needs & Human Rights  
Helsinki Foundation for Human Rights  
Her Justice  
Illinois Legal Aid Online  
Immigration Equality  
International Lawyers for Africa  
International Senior Lawyers Project  
John Howard Association  
Law Society of Alberta Pro Bono Committee  
LawWorks  
Lawyers Alliance for New York  
Lawyer's Committee for Civil Rights of the San Francisco Bay Area  
Legal Aid of Western Missouri  
Legal Aid Society (Chicago)  
Legal Services for Children  
Legal Services of Eastern Missouri  
National Center for Law and Economic Justice  
National Immigrant Justice Center  
National Women's Law Center  
Neighbourhood Legal Services  
New York Lawyers for the Public Interest  
New York Legal Assistance Group  
Ontario Child Advocacy Project  
PILnet: The Global Network for Public Interest Law  
Point d'Accès au Droit (PAD)  
Pro Bono Deutschland e.V.  
Pro Bono Institute  
Pro Bono Law Alberta  
Pro Bono Law Ontario  
Pro Bono Law Ontario (PBLO) Appeals Assistance  
Pro Bono Law Ontario (PBLO) Investing in Justice  
Pro Bono Law Ontario (PBLO) Law Help Ontario

Pro Bono Law Ontario (PBLO) Ontario Court of Appeal  
Amicus Duty Counsel Roster  
Pro Bono Law Ontario (PBLO) Small Claims Court Project  
Pro Bono Québec (PBQ)  
Pro Bono Students Canada  
Public Interest Law Initiative (PILI)  
Public Counsel  
Queen Mary University's Pro Bono Group  
Refugees International  
Royal Courts of Justice Citizens Advice Bureau  
Saint Louis Bar Foundation  
Social Benefits Tribunal  
Social Mobility  
The Advocate's Society LSUC Pro Bono Duty Counsel Project  
TrustLaw Connect  
Uptown People's Law Center  
Urban Justice Center  
Washington Council of Lawyers  
Washington Lawyers' Committee for Civil Rights  
Washington Legal Clinic for the Homeless

### Art and culture

Alberta Ballet & Citadel Theatre  
Arts with the Disabled Association  
Hong Kong  
Bethel Woods Center for the Arts  
Black Ensemble Theater  
Brooklyn Academy of Music  
Calgary Philharmonic Orchestra  
Chicago Architecture Foundation



City of Fountains Foundation  
Contemporary Art Museum St. Louis  
Creative Alternatives of New York  
Edmonton Concert Hall Foundation  
Edmonton Symphony Society  
Hudson River Museum  
Jazz Institute of Chicago  
Karol Szymanowski Foundation  
La Scena Musicale Magazine  
Lawyers for the Creative Arts  
National Museum of Art Romania  
National History Museum of Los Angeles  
New Jersey Conservation Foundation  
Ottawa Art Gallery  
St. Petersburg State Academic Capella  
Volunteer Lawyers for the Arts  
Wavedon Allmusic Plan

### Community support

21st Century Leaders Foundation  
Apostles' House  
Africa America Institute  
Bay Street for a Cause  
Blind in Business  
Boys & Girls Club of Ottawa  
British Columbia Coalition of Persons with Disabilities  
Business and Professional People for the Public Interest  
Calgary Philharmonic Orchestra  
Calgary Region Immigrant Employee Council (CRIEC)  
Campaign for Female Education  
Canadian Institute of Diversity and Inclusion (CIDI)  
Canadian Jewish Congress  
Canuck Place Children's Hospice  
Catholic Charities

Children's Charities Foundation  
Clapton Common Boys Club  
Contact A Family  
Dar Al Atta'a  
Deborah's Place  
Disability, Pregnancy & Parenthood Information Service  
Dressability  
Edmonton Concert Hall Foundation  
Edmonton Women's Shelter  
Emirates Wildlife Society  
Feeding America  
Food Bank Milton Keynes  
Habitat for Humanity  
Happy Hearts Fund  
Intelligent Community Forum Canada (ICF Canada)  
Multiple Sclerosis Society of Canada  
Naked Heart Foundation  
New York City Energy Efficiency Corporation  
New York Says Thank You Foundation  
Nochlezhka  
Northern Magic Fund  
Out On Bay Street  
Ovidiu Rom Foundation  
Plein Soleil  
REACH Canada  
Salvation Army  
SOS Village Russia  
St. Francis Hospice  
The Children's Air Ambulance - London  
The Working Well Trust  
Toronto Region Immigrant Employee Council (TRIEC)  
Tower Hamlets Friends and Neighbours  
UBC Law Students Legal Advice

Program (LSLAP)  
UNICEF  
United Way  
Whitechapel Mission

### Health

Albert Einstein College of Medicine  
American Heart Association  
Autism Speaks  
Bear Necessities Pediatric Foundation  
Brain Trauma Foundation  
British Columbia Coalition of Persons with Disabilities  
Canuck Place Children's Hospice  
Children of Chernobyl Charity Fund  
Children's Trust U.K.  
Cure Citizens United for Research in Epilepsy  
Delete Blood Cancer DKMS  
Forget For A Moment Foundation  
Grassroot Soccer  
Health and Disability Advocates  
Heart & Stroke Foundation  
Help for Heroes  
HIV & AIDS Legal Clinic Ontario (HALCO)  
Holland Bloorview Kids Rehabilitation Hospital  
Hospital Alexandrovskaya Bolnitsa of St. Petersburg  
International HIV/AIDS Alliance  
Juvenile Diabetes Research Foundation  
Leukemia & Lymphoma Society  
Marie Curie Cancer Care  
Médecins du Monde  
Médecins sans Frontières  
Milton Keynes SNAP  
Multiple Sclerosis Society of Canada

National Kidney Foundation  
National Tourette Syndrome Association  
Northwestern Brain Tumor Institute  
NYU Langone Medical Center  
OneSight  
Partnership for a Healthier America  
Prevent Cancer Foundation  
Project HOPE  
Richard House Children's Hospice  
Sloane's House Pediatric Recreation and Respite Care Centre  
St. Jude Children's Research Hospital  
St. Louis Children's Hospital

Whittemore Peterson Institute for Neuro-Immune Disease  
**Social mobility**  
ASTIA  
City Gateway  
EARTH University  
Fair Finance  
International Alliance for Women  
Junior Achievement  
LAWS Program  
Legacy Charter School  
Little Warriors  
Momentum Community Economic Development Society

Mosaic  
Network for Teaching Entrepreneurship  
New Jersey SEEDS  
Outward Bound Oman  
Sheriffs and Records Fund  
Suited and Booted  
The Good Lab  
The Warrior Programme  
The Women's Foundation  
Uniterra's Leave for Change Program  
We Own It Summit  
Worktree

